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ONTARIO CAREER ACTION PROGRAM IN-INDUSTRY

1978-79

1979-80

EVALUATION REPORT

November 1980

Manpower Training Branch  
Ministry of Colleges and Universities



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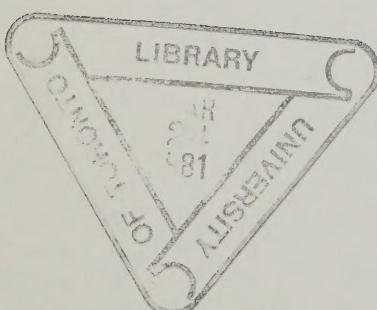
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## PREFACE

Those who are or have been associated with OCAP are convinced that it offers a constructive and meaningful response to the problem of youth unemployment, a conviction which is supported by this Evaluation.

Although the Report was researched and written by persons closely involved with the Program, every effort was made to ensure objectivity and fairness.

Special thanks are given to those whose assistance was indispensable to this Evaluation, especially Ed Cheung and Maureen Perlmutter.

W.B. Fields  
Program Co-ordinator  
Manpower Training Branch

November 1980

## HIGHLIGHTS

1978-79

### Applications

1. More than 15,000 applications from unemployed youth were submitted for consideration in OCAP-In-Industry in 1978-79.
2. Applications were received from all areas of the Province, on a reasonably well distributed basis.
3. Over 5,000 employers from all parts of Ontario enquired about participation in the Program.
4. Over 2,300 employers sponsored a trainee in the OCAP training process.
5. Almost 5,000 unemployed youth engaged in OCAP training.

### Training Positions

6. Training positions were reasonably distributed across the Province (see Table 1), though Metropolitan Toronto had disproportionately fewer positions because of the concentration of Ministry training positions available in the OCAP-In-Government Program.
7. All training positions were with business and industry in the private sector.
8. Over eighty percent of the participating companies had fewer than 25 employees.

### Work Experience

9. Sixty percent of the trainees were placed in training stations of their occupational choice.
10. Ninety-two percent of the trainees perceived their OCAP work experience as valuable.
11. Ninety-three percent of the trainees thought that their job skills had improved during their OCAP training period.

12. Eighty-six percent of the trainees believed that provision was made for adequate supervision and instruction.
13. Sixty-five percent of employers believe OCAP should be restructured on cost-sharing basis.

Job Search/Counselling

14. OCAP counselling was effective in assisting trainees in clarifying their career goals and improving their job search techniques.
15. Only 10 percent of the OCAP graduates were still undecided about a definite career goal.
16. Over 30 percent of the trainees felt that their job search skills had improved as a result of their OCAP experience.

Outcome

17. Seventy-three percent of the OCAP trainees secured employment after they left OCAP.
18. Of the trainees who successfully secured employment, fifty-six percent were with the employer who provided the OCAP training.
19. Twenty-four percent of the OCAP trainees returned to school after they left OCAP.
20. In all, over eighty-one percent of the OCAP trainees either secured employment or returned to school. Only 12 percent of the trainees will definitely not return to school and are not working.
21. Over 2,300 employers have been initiated into the concepts of training to Terminal Performance Objectives (TPOs), a new method of performance measurement utilized by OCAP.
22. Employers perceive OCAP as a means of recruiting and training competent, new workers.



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### PROGRAM DESCRIPTION AND HISTORY

The Ontario Career Action Program (OCAP) was conceived by the Ontario Government as one process for alleviating the growing youth unemployment problem. Premier Davis announced the Program in August 1975 as "a means of providing socially useful and relevant work experience."

In the first year of OCAP's operation (1976-77) selected applicants, aged 16 to 24 inclusive, were placed in Ontario Government Ministry and Agency offices and in the colleges of applied arts and technology (CAATs). These training positions, or intern-stations, were for a maximum of 52 weeks, during which the trainee received a gross training allowance of \$100 per week. The 1976-77 Program placed over 1,000 trainees and 60 percent found jobs or returned to school. The project was comprehensively evaluated<sup>1</sup> and some modifications were made for the next year's Program.

In 1977-78, the maximum length of training was reduced to 26 weeks and a counselling component was added. Over 2,000 unemployed youth were exposed to this work experience and over 66 percent found jobs or returned to school.<sup>2</sup>

In January 1977, a 12-week pilot program was initiated, to place OCAP trainees in the private sector for their training. Though implemented on very short notice, over 70 percent of the trainees found jobs or returned to school.<sup>3</sup>

From August to March 1978, a full OCAP-In-Industry Program was again set in the private sector. Fourteen CAATs assisted in co-ordinating the Program, with over 1,000 employers and almost 1,600 unemployed youth participating for a maximum of 16 weeks training. Seventy percent found

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<sup>1</sup>D.C. Ahrens and H. Saint-Onge, OCAP: Phase II Evaluation. Toronto: Ministry of Colleges and Universities, (January 1977).

<sup>2</sup>D.C. Ahrens and J. Cornelius, OCAP-In-Government 1977-78 Evaluation. Toronto: Ministry of Colleges and Universities, (March 1979).

<sup>3</sup>D.C. Ahrens and Dr. G. Lewis, OCAP-In-Industry, Pilot Program Evaluation. Toronto: Ministry of Colleges and Universities, (May 1977).

permanent employment or returned to school.<sup>4</sup>

In 1978-79, all twenty-two CAATs administered the Program, involving 2,382 employers and 4,872 unemployed youth. Eighty percent found employment or returned to school.

Although no formal evaluation was produced for 1979-80, the Year End Summary Statistics, generated from detailed data collected monthly, provide an overall view of the Program's status. During 1979-80, 5,692 unemployed youth participated as trainees, representing almost 30% of the more than 19,000 applications received and an increase of 17% from the previous year. Seventy-seven percent of these trainees found employment or returned to school. The Program also involved 4,430 employer/trainers, approximately two-thirds of the employer enquiries. (See Year End Fact Sheet, OCAP-In-Industry, 1979-80, Appendix C, and Summary Statistics 1979-80 - Appendix D).

Training positions are approved by the local CAAT OCAP Co-ordinator, who assists the employer in formulating a comprehensive training plan which delineates assignments, objectives, conditions and "realistic" entry requirements. The CAAT OCAP Co-ordinator then refers appropriate applications from unemployed youth to the employer for final consideration.

All training positions are to incorporate relevant work experience and job skill development, but must also reflect local employment vacancies, in order that the OCAP trainee will be in a position of strength when applying for jobs.

A job search component, which may also include some elements of career clarification, has now become an integral feature of OCAP. The combination of relevant work experience, the acquisition of job skills and good work habits, and the development of sound job search techniques has resulted in

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<sup>4</sup>D.C. Ahrens and W.B. Fields, OCAP-In-Industry 1977-78 Evaluation Report. Toronto: Ministry of Colleges and Universities, (May 1979).

dramatically improved employability among the OCAP graduates. At the same time, OCAP has been effective in assisting employers to recruit and train new workers to help expand their businesses.

### ADMINISTRATIVE ORGANIZATION

OCAP is administered provincially from the Central Co-ordinating Unit in the Manpower Training Branch of the Ministry of Colleges and Universities. The Central Co-ordinating Unit is responsible for establishing Program procedures and principles and ensuring their adherence. The Unit liaises with the CAATs, other sections of the government, politicians, the media, the Federal Government, employers, unemployed youth and the public-at-large. All forms and brochures were designed by the Central Co-ordinating Unit, which also designed and implemented this evaluation, as well as a Standards Manual covering all aspects of the Program's operations.

The OCAP Advisory Committee, established in May of 1978, is composed of OCAP personnel from the colleges representing all areas of the province. The Advisory Committee provides a forum for suggestions and problem-solving; recommends Program standards; provides a channel of communication; provides input for distribution of training positions; assists in the planning of conferences and workshops.

The CAATs are responsible for administering the Program in their college areas, consistent with Ministry guidelines. The CAATs work directly with employers and unemployed youth by screening and advising applicants, approving training positions, monitoring the training process, counsellng trainees and advising employers. Whenever appropriate, trainees or employers may be referred to the full resources of the CAATs.

The CAATs provide the training allowance directly to the trainees. The Ministry reimburses the CAATs for the full amount of the trainees' training allowances and provides an administrative allowance. The Program functions well by being decentralized, since the CAATs can best assess the local economy and respond to their community needs. Decentralization tends to humanize OCAP and the intended Program flexibility allows each college some variation in implementing the Program locally.

### PURPOSE AND METHODOLOGY OF THE EVALUATION

A comprehensive annual evalution of OCAP has been an integral part of the Program since its inception.

The two questionnaires (trainee and employer) were developed to collect diverse data which would provide meaningful feedback on the degree to which OCAP met its objectives, valuable information on the participants, identification of procedural and/or conceptual problems in the Program and assistance to the OCAP administration in refining the Program to make it more effective and efficient.

Wherever possible, the questionnaires were designed to be consistent with previous OCAP evaluations and other studies being conducted in the Ministry. The questionnaires were subjected to initial pre-testing and were used only after extensive consultation and revisions were made.

A representative trainee sample was generated based on the trainees' distribution by college, occupation, education, age and sex. This sample was determined to be 621 trainees. However, it was necessary to try to contact 957 former trainees, in order to reach the necessary sample. Replacement respondents were derived from the appropriate "cluster groups", as determined by the representative sample. A random employer sample was used, involving one in every seven employers. (See Table 1).

Trainees were interviewed by phone from the Central Co-ordinating Unit during a two week period in April 1979. Employers were interviewed by the local CAAT OCAP Co-ordinators. Respondents were not informed of the range of possible answers. Rather, survey personnel asked the questions and then coded the most appropriate responses.

All questionnaires were edited and post-coded by the Central Co-ordinating Unit. Key punching, programming and logical consistency were the responsibility of the Ministry's Research and Evaluation Branch. The Manpower Training

TABLE 1  
A COMPARISON OF EVALUATION SAMPLE SIZE WITH ACTUAL  
NUMBERS OF TRAINEES AND EMPLOYERS BY COLLEGE

	TRAINEE				EMPLOYER				
	Sample		Sample		Total Population		No.	% of Population	% of Total Sample
	Total Population	No.	% of Population	% of total Sample		Total Population	No.	% of Population	% of Total Sample
Algonquin	271	32	11.8%	5.1%	140	17	12.1%	4.7%	
Cambrian	182	35	19.2%	5.6%	105	15	14.3%	4.1%	
Canadore	127	14	11.0%	2.2%	75	11	14.7%	3.0%	
Centennial	195	31	15.8%	5.0%	88	13	14.8%	3.6%	
Conestoga	165	25	15.1%	4.0%	70	10	14.3%	2.8%	
Confederation	293	34	11.6%	5.5%	138	20	14.5%	5.5%	
Durham	76	15	19.7%	2.4%	63	9	14.3%	2.5%	
Fanshawe	295	27	9.1%	4.4%	145	20	13.8%	5.5%	
George Brown	283	17	6.0%	2.7%	231	33	14.3%	9.2%	
Georgian	279	27	9.6%	4.3%	147	24	16.3%	6.7%	
Humber	335	42	12.5%	6.8%	112	17	15.2%	4.7%	
Lambton	157	16	10.1%	2.6%	78	11	14.1%	3.0%	
Loyalist	129	18	13.9%	3.0%	68	10	14.7%	2.8%	
Mohawk	180	26	14.4%	4.3%	77	11	14.3%	3.0%	
Niagara	270	45	16.6%	7.2%	156	22	14.1%	6.1%	
Northern	184	16	8.6%	2.5%	116	14	12.1%	3.9%	
St. Clair	433	61	14.0%	9.8%	130	29	22.3%	8.1%	
St. Lawrence	323	44	13.6%	7.1%	115	23	20.0%	6.4%	
Sault	72	15	20.8%	2.4%	43	8	18.6%	2.2%	
Seneca	132	19	14.3%	3.1%	62	8	12.9%	2.2%	
Sheridan	179	31	17.3%	5.0%	108	13	12.0%	3.6%	
S.S.F.	312	31	9.9%	5.0%	115	23	20.0%	6.4%	
TOTAL	4872	621	12.7%	100.0%	2382	361	15.2%	100.0%	

Branch's Assessment and Evaluation Section ensured the validity of this evaluation.

A large number of computer tabulations and cross-tabulations were produced to serve as a data base for the analysis of the Program.

The two questionnaires and frequency of responses are printed in Appendix A and Appendix B.

Further analysis of almost any type can be easily carried out by computer on the study's Statistical Package for Social Services (SPSS) data file. Enquiries should be directed to the Ministry's Research and Evaluation Branch.

### PERCEPTIONS OF THE TRAINEES

This chapter is derived from the trainee questionnaires. Through a detailed analysis of the data collected from this source, determination can be made of various demographic and other features of the trainees, reasons for their failing to find previous employment, assessment of their work experience, evaluation of the counselling and job search components, relative success of the trainees in securing employment or returning to school, general effectiveness of the Program, and recommendations for Program modifications.

This chapter will be divided into the following sections:

1. Input
2. Work Experience Component
3. Job Search/Career Counselling Component
4. Output
5. Program Effectiveness

## INPUT

The INPUT section will discuss the selection procedures and objectives, and discuss the composition of participating youth.

### (1) Selection Process

#### (a) Recruitment

Trainees: Over 15,000 applications were received from unemployed youth for consideration to participate in OCAP. This represents about 11% of the Province's unemployed youth, aged 16 to 24.

Candidates were recruited through Canada Employment and Immigration Commission (CEIC), directly by the CAATs, via newspaper and other media advertisements, by other means of advertising in the community, and by word of mouth and association.

All areas of the Province were proportionately represented, though there were some minor discrepancies. As the Program generates more and more public awareness, the number of applicants will correspondingly rise. In the Province's smaller communities, general awareness of OCAP is already greater than elsewhere.

Employers: Almost 2,400 employers participated in OCAP, which represents about 50% of the employer enquiries into the Program (see Employer Participation in OCAP).

#### (b) Eligibility Criteria

Trainees: In order to meet the eligibility requirements, applicants had to:

- (i) be between the ages of 16 and 24 inclusive;
- (ii) be out of the educational system;
- (iii) be out of work and actively looking for work;

(iv) never previously held full-time employment  
in the area of their occupational choice.

The CAAT OCAP Co-ordinator and the OCAP Supervisor (employer) had a shared responsibility to ensure that all criteria were met. OCAP records and data from this evaluation confirm that the criteria were adhered to.

Employers: Approval for an OCAP position was not automatic upon receipt of enquiry. The OCAP Co-ordinator investigated the potential training location and only approved the position after determining that the training offered:

- (i) would be meaningful;
- (ii) had good prospects of leading to full-time employment;
- (iii) that the skills the trainee developed would be transferable;
- (iv) reflected a local labour need;
- (v) would conform to the Program guidelines;
- (vi) would not result in the displacement of regular full-time or part-time employees.

**(c) Selection Procedures**

All applicants were thoroughly screened by the CAATs. Most CAATs arranged personal interviews with the applicants in order to explain the Program more fully, verify career goals, assess the applicant's potential and, in several instances, offer free seminars on effective job searching.

A pre-selection process consisted of matching the educational backgrounds, qualifications and the occupational preferences of eligible applicants with the requirements

and terminal performance objectives (TPOs) of available training plans developed by approved employer-participants.

Suitable applicants were then briefed on the position by the CAAT OCAP Co-ordinator and referred to the supervisor for final consideration and selection.

(d) Selection Parameters

(i) Age

Table 2 illustrates the age distribution of OCAP participants. The majority (50.7%) were in the 16 to 19 year range, which accounts for 58% of unemployed youth. The mean age was 19.0 years, representing a slight increase over the previous year's figure of 18.4. (See OCAP-In-Industry 1977-78 Evaluation Report, March 1979).

(ii) Education

Table 3 identifies the educational level of participants. A large majority (66.7%) had no post-secondary education, consistent with the distribution of unemployed youth and with previous evaluations. Seventeen percent had attended a CAAT, representing a 3.6% decrease from the previous year. Sixteen percent had been registered at a University, approximately 4% more than the previous year.

(iii) Sex

Sixty-one percent of the participants were female and almost 40% male, a slightly more even distribution than in 1977-78. Efforts continue to increase the proportion of male youth participating in the Program.

TABLE 2  
DISTRIBUTION OF TRAINEES BY AGE

<u>Age</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative Percent</u>
16	31	5.0%	5.0%
17	60	9.7%	14.7%
18	130	20.9%	35.6%
19	94	15.1%	50.7%
<hr/>			
Sub Total	16-19	315	50.7%
<hr/>			
20	73	11.8%	62.5%
21	63	10.1%	72.6%
22	74	11.9%	84.5%
23	57	9.2%	93.7%
24	39	6.3%	100.0%
<hr/>			
Sub Total	20-24	306	49.3%
<hr/>			
Total	621	100.0%	100.0%

TABLE 3  
DISTRIBUTION OF TRAINEES BY FORMAL EDUCATION

<u>Trainee's Education</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Less than Grade 8	2	0.3%	0.3%
Completed Grade 8	5	0.8%	1.1%
Completed Grade 9	29	4.7%	5.8%
Completed Grade 10	70	11.3%	17.1%
Completed Grade 11	56	9.0%	26.1%
Completed Grade 12	215	34.6%	60.7%
Completed Grade 13	37	6.0%	66.7%
 SUB-TOTAL SECONDARY	 414	 66.7%	 66.7%
 Some CAAT	 55	 8.9%	 75.5%
Completed CAAT	50	8.1%	83.6%
Some University	29	4.7%	88.2%
B.A., B.Sc.	63	10.1%	98.4%
M.A., B.Ed., M.Ed.	6	1.0%	99.4%
Some CAAT and Some University	1	0.2%	99.5%
Completed CAAT and Some University	1	0.2%	99.7%
Other Professional Degrees	2	0.3%	100.0%
 SUB-TOTAL POST-SECONDARY	 207	 33.3%	 33.3%
 TOTAL	 621	 100.0%	 100.0%

(iv) Unemployment Prior to OCAP

Table 4 illustrates the distribution of participants by length of unemployment prior to OCAP. About 35% of the trainees were unemployed for three months or less before joining OCAP. These are young people who were employed only part-time or in positions unrelated to their chosen careers. OCAP assisted these people in acquiring experience in the career area of their choice. In 1977-78, almost 59% of the participants had been unemployed for three months or less. The 24% decrease in 1978-79 shows that the Program has responded more effectively to those young people who have been unemployed for long periods of time and whose need for experience is becoming critical.

(v) Career Goals

Table 5 illustrates the degree to which OCAP successfully placed trainees in the occupational areas of their choice. Whenever possible, OCAP applicants were placed in training positions which corresponded to their career goals. About 30% of the trainees did not have clearly defined career goals prior to their OCAP work experience.

Overall, OCAP was 59% successful in placing trainees in areas of their occupational choice. This represents a 20% decrease from the previous year. This decrease may be at least partially accounted for by the larger numbers of youth served this year and the rapid expansion of the Program to eight additional CAATs. Further discussion of this topic is found later in this chapter.

TABLE 4

TRAINEE DISTRIBUTION BY LENGTH OF UNEMPLOYMENT PRIOR TO OCAP

<u>Length of Unemployment Prior to OCAP</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Up to 3 Months	216	34.8%	34.8%
4 to 6 Months	184	29.6%	64.4%
7 to 9 Months	87	14.0%	78.4%
10 to 12 Months	55	8.9%	87.3%
13 to 18 Months	29	4.7%	91.9%
19 to 24 Months	18	2.9%	94.8%
Over 24 Months	32	5.2%	100.0%
	621	100.0%	100.0%

TABLE 5

TRAINED PLACED IN OCCUPATIONAL AREAS  
OF THEIR CAREER CHOICE PRIOR TO OCAP

Occupational Area/Career Goal	Number With This Career Goal	Number and Percent Placed in Career-Oriented Training Position
Natural Resources	15	8 53.3%
Education	14	5 35.7%
Medicine and Health	12	8 66.7%
Secretarial, Stenographic, Clerical	119	90 75.6%
Automatic Data Processing	7	5 71.4%
Management and Entrepreneurial	10	3 30.0%
Economics, Finance, Accountancy	17	7 41.2%
Purchasing and Sales	26	13 50.0%
Life and Physical Sciences, Mathematics	4	4 100.0%
Engineering, Architecture	13	9 69.2%
Community Development, Social Work	32	15 46.9%
Library, Museum Archival Sciences	2	2 100.0%
Entertainment and Performing Arts	16	8 50.0%
Recreation and Sports	9	6 66.7%
Writing, Journalism, Translation	15	5 33.3%
Creative and Commercial Arts, Photography	24	10 41.7%
Personal and Community Protection	3	1 33.3%
Personal Care and Hospitality	19	11 57.9%
Cleaning of Buildings and Materials	1	1 100.0%
Mechanical, Electrical, Construction and Repair Trades	55	29 52.7%
Printing and Communications Equipment	5	3 60.0%
Transportation, Delivery, Materials Handling	7	3 42.9%
Processing of Food and Beverages	3	2 66.7%
Processing of Wearing Apparel	1	1 100.0%
Processing and Assembly of Goods and Materials	5	5 100.0%
SUB-TOTAL	434	254 58.5%
No Career Goals	187	- -
TOTAL	621	254 40.9%

### WORK EXPERIENCE COMPONENT

A basic philosophy of OCAP maintains that a major reason many youths cannot secure meaningful employment is that they lack relevant work experience. This section will evaluate from the trainees' perspectives, OCAP's effectiveness in providing meaningful work experience. Each area of examination has been rated on a five-point scale, ranging from "very good" to "very poor", in order to offer a comprehensive evaluation of the various elements.

As Table 6 indicates, 81.6% of the surveyed trainees felt that OCAP offered better than "somewhat" meaningful experience. This represents an increase of over 5% over the previous year. Only 4.5% felt that their OCAP experience was "very poor", which is consistent with the previous year's findings.

Table 7 illustrates that 83% of the trainees felt that OCAP was effective in improving their job skills, consistent with last year. Only 3.4% of the trainees noticed no improvement in job skills, a slight increase over the previous year.

Table 8 illustrates that 78% of the trainees felt the supervision and instruction received in training was better than "somewhat" good. This is a slight decrease from the previous year. However, almost 9% of trainees felt that their supervision and instruction was "very poor", compared to only 2.5% last year. This may be accounted for by the larger numbers of employers involved this year.

Table 9 indicates that 75% of the trainees felt that their supervisors had a better than "somewhat" positive impact in the training process, while 10% felt that their supervisors had no positive impact at all.

## JOB SEARCH/CAREER COUNSELLING COMPONENT

Lack of proven work experience (including job specific skills) is one major factor contributing to youth unemployment. The other primary element in this problem area is lack of clearly defined career goals and general inexpertise in how to mount an effective job search. This section will examine these factors and assess the manner and degree to which OCAP was effective in providing meaningful assistance.

### (1) Counselling

Table 10 shows that OCAP directly provided 54% of the surveyed trainees with counselling, in the form of individual counselling by OCAP Co-ordinators, Creating-A-Career, and other job search sessions. Eighty-seven percent of these trainees found this counselling useful ("somewhat" or better). About 34% of trainees received counselling from their OCAP supervisors, 71% finding this counselling better than "somewhat" useful. Twelve percent of trainees received counselling elsewhere, including CAAT counsellors, CAAT placement officers and CEC counsellors. Over 50% found these areas to be better than "somewhat" useful.

Table 11 indicates that 33% of trainees had unclear career goals (less than "somewhat") before OCAP. However, after OCAP, only 13% were unclear as to their career aspirations. Thirty-six percent of trainees had a clearer idea of career goals after OCAP. This reveals that the work experience and career guidance provided by the Program assist individuals to acquire meaningful career goals.

Table 12 identifies the desire of trainees to continue in the occupational areas of their OCAP training. Almost 60% of trainees are committed to the occupational area of their training.

TABLE 6

TRAIINEES' ASSESSMENT OF THEIR WORK EXPERIENCE

<u>Rating</u>		<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Very Good	5	435	70.0%	70.0%
	4	72	11.6%	81.6%
Somewhat	3	59	9.5%	91.1%
	2	25	4.0%	95.1%
Very Poor	1	28	4.5%	99.6%
Don't Know		2	0.3%	100.0%
TOTAL		621	100.0%	100.0%

TABLE 7  
TRAIINEES' ASSESSMENT OF IMPROVED JOB SKILLS

<u>Rating</u>		<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Very Much	5	442	71.2%	71.2%
	4	74	11.9%	83.1%
Somewhat	3	59	9.5%	92.6%
	2	18	2.9%	95.5%
Not At All	1	21	3.4%	98.9%
Don't Know		7	1.1%	100.0%
TOTAL		621	100.0%	100.0%

TABLE 8

TRAIINEES' ASSESSMENT OF SUPERVISION AND INSTRUCTION

<u>Rating</u>		<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Very Good	5	434	69.9%	69.9%
	4	48	7.7%	77.6%
Somewhat	3	54	8.7%	86.3%
	2	26	4.2%	90.5%
Very Poor	1	55	8.9%	99.4%
Don't Know		4	0.6%	100.0%
TOTAL		621	100.0%	100.0%

TABLE 9

TRAIINEES' ASSESSMENT OF SUPERVISOR'S POSITIVE IMPACT  
IN THE TRAINING PROCESS

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<u>Rating</u>		<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
Very Much	5	413	66.5%	66.5%
	4	49	7.9%	74.4%
Somewhat	3	54	8.7%	83.1%
	2	35	5.6%	88.7%
Not at all	1	65	10.5%	99.2%
Don't Know		5	0.8%	100.0%
TOTAL		621	100.0%	100.0%

TABLE 10

## CAREER COUNSELLING WHILE ON OCAP AND ITS ASSESSED USEFULNESS

Source of Counselling	USEFULNESS OF COUNSELLING			TOTAL				
	Very Much	4	3	Somewhat	2	1		
	5	4	3	2	Not At All	No.	Row %	Column %
OCAP Co-ordinator	179 51.6%	50 14.4%	78 22.5%	22 6.3%	18 5.2%	347	100%	40.8%
OCAP Supervisor	168 58.7%	37 12.9%	31 10.8%	20 7.0%	30 10.5%	286	100%	33.6%
"Creating A Career" Sessions	33 58.9%	4 7.1%	10 17.9%	7 12.5%	2 3.6%	56	100%	6.6%
Job Search Sessions	35 62.5%	9 16.1%	5 8.9%	5 8.9%	2 3.6%	56	100%	6.6%
College Counsellor	19 44.2%	11 25.6%	11 25.6%	2 4.7%	0 0.0%	43	100%	5.1%
College Placement Officer	14 35.0%	7 17.5%	8 20.0%	6 15.0%	5 12.5%	40	100%	4.7%
CEC Counsellor	4 36.4%	3 27.3%	1 9.1%	2 18.2%	1 9.1%	11	100%	1.3%
Other	4 36.4%	0 0.0%	0 0.0%	0 0.0%	7 63.6%	11	100%	1.3%
TOTAL(a)	456 53.6%	121 14.2%	144 16.9%	64 7.5%	65 7.6%	850(a)	100%	100.0%

(a) Multiple Answers Acceptable

TABLE 11  
COMPARISON OF CAREER GOAL AWARENESS PRIOR TO AND AFTER OCAP

<u>Rating</u>	<u>CLEAR IDEA OF CAREER GOAL BEFORE OCAP</u>		<u>CLEARER IDEA OF CAREER GOAL AFTER OCAP</u>		
	<u>No.</u>	<u>Percent</u>	<u>No.</u>	<u>Percent</u>	
Very Much	5	271	43.6%	155	25.0%
	4	70	11.3%	29	4.7%
Somewhat	3	75	12.1%	40	6.4%
	2	21	3.4%	9	1.4%
Not at All	1	180	29.0%	59	9.5%
Don't Know		4	0.6%	14	2.3%
Same	-	-	315	50.7%	
TOTAL		621	100.0%	621	100.0%

TABLE 12

COMPARISON OF TRAINEES' FUTURE CAREER GOALS  
BY OCAP JOB ACTIVITY

<u>Occupational Area/Career Goal</u>	<u>OCAP TRAINING POSITIONS</u>		<u>POST-OCAP CAREER AREA</u>
	<u>No.</u>		<u>Percent</u>
Household Sciences, Homemaker	5	0	0.0%
Natural Resources	12	8	66.7%
Education	17	5	29.4%
Medicine and Health	18	9	50.0%
Secretarial, Clerical, Stenographic	180	101	56.1%
Automatic Data Processing	10	5	50.0%
Management and Entrepreneurial	25	4	16.0%
Economics, Finance, Accountancy	14	6	42.9%
Purchasing and Sales	58	16	27.6%
Life and Physical Sciences, Mathematics	10	5	50.0%
Engineering, Architecture	11	9	81.8%
Community Development, Social Work	21	17	81.0%
Social and Behavioural Sciences	3	0	0.0%
Library, Museum, Archival Sciences	12	2	16.7%
Entertainment and Performing Arts	10	7	70.0%
Recreation and Sports	14	4	28.6%
Writing, Journalism, Translation	17	5	29.4%
Creative and Commercial Arts, Photography	25	12	48.0%
Personal and Community Protection	2	1	50.0%
Personal Care and Hospitality	20	10	50.0%
Cleaning of Buildings and Materials	19	1	5.3%
Mechanical, Electrical, Construction and Repair Trades	48	34	70.8%
Printing and Communications Equipment	16	6	37.5%
Transportation, Delivery, Materials Handling	11	5	45.5%
Processing of Foods and Beverages	9	3	33.3%
Processing of Wearing Apparel	8	1	12.5%
Processing and Assembly of Goods and Materials	26	7	26.9%
SUB-TOTAL	621	283	45.6%
No Career Goal	-	85	-
TOTAL	621	368	59.2%

(2) Job Search

Table 13 indicates that prior to joining OCAP, 75% of trainees submitted fewer than 25 applications, and 51% submitted fewer than 10. These figures are slightly less than the previous year.

Table 14 compares the number of applications submitted by trainees prior to joining OCAP by the length of unemployment preceding their OCAP involvement.

Table 15 compares the age of OCAP trainees with the number of applications they said they submitted in their job search prior to OCAP.

(Fewer than 1% of the applications submitted to OCAP were accompanied by a resume. Extensive individual counselling sessions suggest that most unemployed youth do not seem to be aware of what a resume is, how it can be utilized and what an effective one should look like).

As Table 16 illustrates, only 6.6% of trainees cited poor job search techniques as a factor in their previous unemployment, though this represents a 3% increase over the previous year's survey. Most trainees (60%) cited lack of general work experience as the major reason that they were unable to find employment, a 6% rise over last year. There was a 13% decrease from last year in the number of trainees citing "not hiring" as a factor in their inability to find employment. Interestingly, no trainees reported "race discrimination" as an impediment to employment.

Table 17 shows some interesting differences between last year's trainees' perceptions of their counselling assistance and this year's'. In 1977-78, 18% of trainees reported that counselling helped clear up payroll problems, while only 1% reported the same this year. This may indicate that payroll administration has become more efficient, resulting in very few payroll problems and hence a reduction in the need

TABLE 13

APPLICATIONS SUBMITTED BY TRAINEES PRIOR TO OCAP

<u>Applications Submitted Prior to OCAP</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative %</u>
None	71	11.4%	11.4%
1 - 5	129	20.8%	32.2%
6 - 10	116	18.7%	50.9%
11 - 15	53	8.5%	59.4%
16 - 20	57	9.2%	68.6%
21 - 25	37	6.0%	74.6%
26 or more	150	24.2%	98.7%
Don't Know	8	1.3%	100.0%
TOTAL	621	100.0%	100.0%

TABLE 14

COMPARISON OF LENGTH OF UNEMPLOYMENT PRIOR  
TO OCAP BY NUMBER OF APPLICATIONS SUBMITTED

		NUMBER OF APPLICATIONS SUBMITTED								TOTAL								
Length of Unemployment Prior to OCAP		<u>None</u>		<u>1 - 5</u>		<u>6 - 10</u>		<u>11 - 15</u>		<u>16 - 20</u>		<u>21 - 25</u>		<u>over 26</u>		<u>Don't Know</u>		Row No. Column %
		No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Up to 3 months		32	14.8%*	56	25.9%	40	18.5%	14	6.5%	16	7.4%	11	5.1%	44	20.4%	3	1.4%	216
	Cumulative %	14.8%	40.7%	59.2%	65.7%	73.1%	78.2%	78.2%	98.6%	98.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	34.8%	
4 to 6 months		19	10.3%	32	17.4%	20	20.1%	15	8.2%	22	12.0%	10	5.4%	48	26.1%	1	0.5%	184
	Cumulative %	10.3%	27.7%	47.8%	56.0%	68.0%	73.4%	73.4%	99.5%	99.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	29.6%	
7 to 9 months		7	8.0%	22	25.3%	15	17.2%	6	6.9%	8	9.2%	6	6.9%	21	24.1%	2	2.3%	87
	Cumulative %	8.0%	33.3%	50.5%	57.4%	66.6%	73.5%	73.5%	97.6%	97.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	14.0%	
10 to 12 months		9	16.4%	6	10.9%	11	20.0%	7	12.7%	5	9.1%	3	5.5%	14	25.5%	0	0.0%	55
	Cumulative %	16.4%	27.3%	47.3%	60.0%	69.1%	74.6%	74.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	8.9%	
13 to 18 months		1	3.4%	3	10.3%	3	10.3%	5	17.2%	3	10.3%	4	13.8%	9	31.0%	1	3.4%	29
	Cumulative %	3.4%	13.7%	24.0%	41.2%	51.5%	65.3%	65.3%	96.3%	96.3%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	4.7%	
19 to 24 months		2	5.6%	2	11.1%	3	16.7%	1	5.6%	1	5.6%	1	5.6%	5	50.0%	0	0.0%	18
	Cumulative %	5.6%	16.7%	33.4%	39.0%	44.6%	50.2%	50.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	2.9%	
Over 24 months		2	6.3%	8	25.0%	7	21.9%	5	15.6%	2	6.3%	2	6.3%	5	15.6%	1	3.1%	32
	Cumulative %	6.3%	31.3%	53.2%	68.8%	75.1%	81.4%	81.4%	97.0%	97.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	5.2%	
Column Total		71	11.4%	129	20.8%	116	18.7%	53	8.5%	57	9.2%	37	6.0%	150	24.2%	8	1.3%	621
	Cumulative %	11.4%	32.2%	50.9%	59.4%	68.6%	74.6%	74.6%	98.8%	98.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

TABLE 15

A COMPARISON OF AGE OF TRAINEES BY NUMBER OF APPLICATIONS SUBMITTED PRIOR TO OCAP

NUMBER OF APPLICATIONS SUBMITTED **TOTAL**

**NUMBER OF APPLICATIONS SUBMITTED**

TABLE 16

TRAIINEES' ASSESSMENT OF WHY THEY FAILED TO FIND  
EMPLOYMENT PRIOR TO OCAP

<u>Reasons</u>	<u>No. (a)</u>	<u>Percent</u>
Lack of General Work Experience	367	59.1%
Not Hiring	151	24.3%
More Qualified Person Selected	95	15.3%
Lack of Specific Job Skills	78	12.6%
Did Not Apply Anywhere	68	11.0%
Under-Educated	45	7.2%
Poor Job-Search Technique	41	6.6%
Too Young	30	4.8%
Lack of Canadian Work Experience	14	2.3%
Physical or Health Problems	12	1.9%
Over-Educated	4	0.6%
Sex Discrimination	3	0.5%
Don't Know	8	1.3%

(a) Multiple answers acceptable

for the co-ordinator's intervention. Similarly, last year, 18% of trainees reported receiving assistance in improving relations with their supervisors, whereas this year only 3% reported the same. This may indicate that OCAP supervisors are being made more familiar with the goals of the Program and with the training process and therefore less conflicts arise. It may also indicate that the prescreening of employers and the matching of trainees and trainers are improving. About 30% of trainees in both years reported that counselling assisted them in developing job search skills, although there was a 7% decrease this year in the number of trainees who reported that counselling encouraged them to seek employment. This may be due to the fact that more OCAP training positions led to permanent employment with the trainers, reducing the need for trainees to engage in active job searches.

Importantly, there was a 27% increase this year in the number of trainees who felt that counselling helped clarify career goals. Lack of clear career objectives is an important factor in youth unemployment. Young people are often ill-equipped to make meaningful career decisions due to their lack of working experience and exposure to career development guidance. In providing these services, OCAP is becoming increasingly effective in addressing this problem.

Table 18 compares trainees' assessment of assistance received at Canada Employment Centres (CECs) prior to and during their OCAP experience. Most trainees continued to use CECs while on OCAP. However, only 8.6% of these found the service to more than "somewhat" helpful.

TABLE 17

COMPARISON OF TRAINEES' ASSESSMENT OF COUNSELLING  
ASSISTANCE, OCAP 1977-78 vs. OCAP 1978-79

Area of Counselling Assistance	OCAP 1977-78(a)		OCAP 1978-79(b)	
	No. (c)	Percent	No. (c)	Percent
Better Understanding of the OCAP program	495	46.6%	316	50.9%
Helped Build Up Confidence	426	40.1%	205	33.0%
Assistance in Developing Job-Search Techniques	354	33.3%	195	31.4%
Encouragement to Seek Jobs	339	31.9%	153	24.6%
Helped Improve Relationship With Supervisor	190	17.9%	17	2.7%
Cleared Up Payroll Problems	188	17.7%	7	1.1%
Assistance With Personal Problems	45	4.2%	28	4.5%
Helped Clarify Career Goals	20	1.9%	178	28.7%
Other	20	1.9%	14	2.3%

(a) 1977-78 OCAP Evaluation, Sample = 1,062

(b) 1978-79 OCAP Evaluation, Sample = 621

(c) Multiple answers acceptable

TABLE 18

A COMPARISON OF TRAINEES' PERCEPTIONS OF CANADA  
EMPLOYMENT CENTRE'S (CEC) HELPFULNESS TO THEM PRIOR TO AND DURING OCAP

		<u>CEC'S HELPFULNESS</u>		<u>CEC'S HELPFULNESS</u>	
		<u>Prior to OCAP</u>		<u>While on OCAP</u>	
<u>Rating</u>		<u>No.</u>	<u>Percent</u>	<u>No.</u>	<u>Percent</u>
Did not use		32	5.2%	134	21.6%
Very Poor	1	369	59.4%	360	58.0%
	2	65	10.5%	37	6.0%
Somewhat	3	64	10.3%	37	6.0%
	4	46	7.4%	21	3.4%
Very Good	5	45	7.2%	32	5.2%
TOTAL		621	100.0%	621	100.0%

## OUTPUT

As a result of their OCAP experience, 73% of trainees were successful in securing employment (see Appendix A). This represents a 10% increase over the previous year. In addition, 8.2% returned to school, similar to last year. Table 19 shows that the average salary of post-OCAP full-time jobs is about \$145.00 per week. Almost 15% of trainees who secured full-time positions had salaries exceeding \$200.00 per week, a 6% increase over the previous year. Eighty-six percent of permanent jobs were in the private sector, 56% of these with the employers who provided the OCAP training.

Table 21 compares trainees post-OCAP employment status to their age distribution. Last year, those between 16 and 19 years of age were 60% successful in securing employment. This year, 72% were successful. It is clear that recommendations made by last year's report to better serve this age group have been effectively implemented.

Table 22 compares trainees' post-OCAP employment status to their education distribution. Those with no post-secondary education were 69% successful in securing employment (consistent with the previous year and slightly below the average), while those with post-secondary education were 81% successful, a 10% increase over the previous year. A higher portion of trainees with no post-secondary education had no job and no plans to return to school compared to trainees with post-secondary education, but the figures in both cases are low (14% and 7.7%) and much lower than the previous year (19% and 14%).

Table 23 compares trainees' means of support prior to OCAP with their post-OCAP employment status. Those who were previously working full-time and had changed their career goals were by far the most successful (94%) in securing employment after OCAP. These individuals had some knowledge of the nature of working life prior to OCAP. Their experience in the Program helped them establish realistic career goals and make meaningful career decisions.

Others who were at least 70% successful were those who had been supported by family and friends, those who had supported themselves through part-time employment and through their own savings and UIC.

Table 24 compares trainees' means of support prior to and after OCAP, and reveals that OCAP trainees become more self-sufficient as a result of this experience. Only 24% of trainees collecting UIC benefits before OCAP continued to do so after OCAP. Only 25% of those who were supported by family and friends before OCAP continued to rely on family and friends for support. About 67% of those who supported themselves through part-time employment before OCAP were employed full-time after OCAP. One-third of those who had been receiving welfare assistance prior to OCAP secured permanent employment as a result of their OCAP experience. By providing these young people with the experience necessary to enter the labour force and thereby acquire self-sufficiency, OCAP is helping to ease the financial burden of unemployment in the community.

Table 25 shows that about 24% of trainees plan to return to school after OCAP. Trainees with post-secondary education show a slightly higher tendency to do so (27%) than those with no post-secondary education (23%). Both figures are significant and slightly higher than the previous year.

Table 26 compares trainees' post-OCAP employment status with their plans to return to school. About 22% of those who secured full-time employment have also decided to return to school. An additional 30% of those who failed to secure employment plan to return to school. Only 12% of trainees had no job and no plans to return to school, a 5.5% decrease from last year, as Table 28 from the 1977-78 Evaluation Report shows.

Table 27 shows that most trainees who returned to school did so to up-grade their qualifications or pick up specific job skills. This indicates that the OCAP experience affords trainees an opportunity to increase their awareness of the working world, of job requirements and of measures necessary to achieve career goals.

TABLE 19

## TRAINNEES' SALARIES FROM FULL-TIME POST-O-CAP JOBS

<u>Salary</u>	<u>No.</u>	<u>Percent of Sub-Total</u> (a)	<u>Cumulative %</u> (a)
Less than \$100/wk.	23	6.0%	6.0%
\$101 - \$110/wk.	28	7.3%	13.3%
\$111 - \$120/wk.	33	8.6%	21.9%
\$121 - \$130/wk.	47	12.2%	34.1%
\$131 - \$140/wk.	37	9.6%	43.7%
\$141 - \$150/wk.	57	14.9%	58.6%
\$151 - \$160/wk.	30	7.8%	66.4%
\$161 - \$170/wk.	22	5.7%	72.1%
\$171 - \$180/wk.	25	6.5%	78.6%
\$181 - \$190/wk.	10	2.6%	81.2%
\$191 - \$200/wk.	17	4.4%	85.6%
Over \$200/wk.	55	14.4%	100.0%
 SUB-TOTAL	 384	 100.0%	 100.0%
 Don't Know	 13	 -	 -
 Not Applicable(b)	 224	 -	 -
 TOTAL	 621	 -	 -

(a) Excludes "Don't know" and "Not applicable".

(b) Includes part-time employment, returning to school and no jobs.

TABLE 20

## A COMPARISON OF OCAP OCCUPATIONAL ACTIVITY BY POST-OCAP EMPLOYMENT STATUS

OCAP Occupational Activity	FOUND EMPLOYMENT			RETURNING TO SCHOOL			TOTAL	
	Full-time Permanent	Full-time Temporary	Part-time	Full-time	Part-time	Uncertain	No Job	Column Percent
Household Sciences, Homemaker	2 40.0%*	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	2 40.0%	5 0.8%
Natural Resources	3 25.0%	3 25.0%	3 25.0%	3 25.0%	0 0.0%	0 0.0%	0 0.0%	12 1.9%
Education	8 47.1%	1 5.9%	1 5.9%	2 11.8%	1 5.9%	1 5.9%	3 17.6%	17 2.7%
Medicine and Health	14 77.8%	2 11.1%	0 0.0%	0 0.0%	0 0.0%	2 11.1%	0 0.0%	18 2.9%
Secretarial, Stenographic, Clerical	91 50.6%	12 6.7%	19 10.6%	10 5.6%	5 2.8%	13 7.2%	30 16.7%	180 29.0%
Automatic Data Processing	6 60.0%	2 20.0%	1 10.0%	0 0.0%	0 0.0%	0 0.0%	1 10.0%	10 1.6%
Management and Entrepreneurial	13 52.0%	4 16.0%	2 8.0%	1 4.0%	0 0.0%	1 4.0%	4 16.0%	25 4.0%
Economics, Finance, Accounting	13 92.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 7.1%	14 2.3%
Purchasing and Sales	37 63.8%	2 3.4%	3 5.2%	8 13.8%	1 1.7%	2 3.4%	5 8.6%	58 9.3%
Life and Physical Sciences, Mathematics	5 50.0%	2 20.0%	0 0.0%	2 20.0%	0 0.0%	1 10.0%	0 0.0%	10 1.6%
Engineering, Architecture	9 81.8%	1 9.1%	0 0.0%	1 9.1%	0 0.0%	0 0.0%	0 0.0%	11 1.8%
Community Development, Social Work	11 52.4%	2 9.5%	2 9.5%	2 9.5%	2 9.5%	0 0.0%	2 9.5%	21 3.4%
Social and Behavioural Sciences	1 33.3%	0 0.0%	2 66.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 0.5%
Library, Museum, Archival Sciences	7 58.3%	1 8.3%	1 8.3%	0 0.0%	0 0.0%	1 8.3%	2 16.7%	12 1.9%
Entertainment and Performing Arts	5 50.0%	0 0.0%	2 20.0%	1 10.0%	0 0.0%	0 0.0%	2 20.0%	10 1.6%
Recreation and Sports	7 50.0%	2 14.3%	2 14.3%	1 7.1%	0 0.0%	1 7.1%	1 7.1%	14 2.3%
Writing, Journalism, Translation	12 70.6%	1 5.9%	1 5.9%	0 0.0%	0 0.0%	2 11.8%	1 5.9%	17 2.7%
Creative and Commercial Arts, Photography	13 52.0%	1 4.0%	5 20.0%	2 8.0%	1 4.0%	2 8.0%	1 4.0%	25 4.0%
Personal and Community Protection	1 50.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	2 0.3%
Personal Care and Hospitality	10 50.0%	2 10.0%	4 20.0%	1 5.0%	1 5.0%	0 0.0%	2 10.0%	20 3.2%
Cleaning of Buildings and Materials	8 42.1%	2 10.5%	2 10.5%	0 0.0%	0 0.0%	3 15.8%	4 21.1%	19 3.1%
Mechanical, Electrical, Construction and Repair Trades	30 62.5%	6 12.5%	1 2.1%	2 4.2%	0 0.0%	4 8.3%	5 10.4%	48 7.7%
Printing and Communications Equipment	6 37.5%	3 18.8%	0 0.0%	0 0.0%	1 6.3%	4 25.0%	2 12.5%	16 2.6%
Transportation, Delivery, Materials Handling	7 63.6%	2 18.2%	0 0.0%	0 0.0%	0 0.0%	2 18.2%	0 0.0%	11 1.8%
Processing of Foods and Beverages	4 44.4%	0 0.0%	2 22.2%	0 0.0%	1 11.1%	0 0.0%	2 22.2%	9 1.4%
Processing of Wearing Apparel	2 25.0%	2 25.0%	1 12.5%	0 0.0%	0 0.0%	2 25.0%	1 12.5%	8 1.3%
Processing and Assembly of Goods and Materials	17 65.4%	2 7.7%	1 3.8%	1 3.8%	0 0.0%	2 7.7%	3 11.5%	26 4.2%
TOTAL	342 55.1%*	55 8.9%	55 8.9%	38 6.1%	13 2.1%	44 7.1%	74 11.9%	621 100.0%

\*% = Row %

TABLE C1

## A COMPARISON OF TRAINEE'S AGE DISTRIBUTION BY POST-OCAF EMPLOYMENT STATUS

	FOUND EMPLOYMENT						RETURNING TO SCHOOL						POST-OCAF EMPLOYMENT STATUS			
	EMPLOYED			NOT EMPLOYED			EMPLOYED			NOT EMPLOYED			EMPLOYED		NOT EMPLOYED	
Trainees' Age	Full-time Permanent	Full-time Temporary	Part-time	Full-time	Part-time	Uncertain	No Job	Total	Full-time Permanent	Full-time Temporary	Part-time	Full-time	Part-time	Total		
16	16	51.6%*	2	6.5%	3	9.7%	2	6.5%	0	0.0%	3	9.7%	5	16.1%	31	5.0%
17	36	60.0%	6	10.0%	5	8.3%	1	1.7%	1	1.7%	3	5.0%	8	13.3%	60	9.7%
18	78	60.0%	10	7.7%	11	8.5%	9	6.9%	3	2.3%	4	3.1%	15	11.5%	130	20.9%
19	44	46.8%	8	8.5%	6	6.4%	7	7.4%	1	1.1%	13	13.8%	15	16.0%	94	15.1%
SUB-TOTAL	174	55.2%	26	8.3%	25	7.9%	19	6.0%	5	1.6%	23	7.3%	43	13.7%	315	50.7%
16 - 19																
20	42	57.5%	2	2.7%	5	6.8%	4	5.5%	2	2.7%	5	6.8%	13	17.8%	73	11.8%
21	34	54.0%	4	6.3%	9	14.3%	4	6.3%	2	3.2%	4	6.3%	6	9.5%	63	10.1%
22	37	50.0%	10	13.5%	7	9.5%	5	6.8%	2	2.7%	7	9.5%	6	8.1%	74	11.9%
23	29	50.9%	6	10.5%	7	12.3%	5	8.8%	2	3.5%	4	7.0%	4	7.0%	57	9.2%
24	26	66.7%	7	17.9%	2	5.1%	1	2.6%	0	0.0%	1	2.6%	2	5.1%	39	6.3%
SUB-TOTAL	168	54.9%	29	9.5%	30	9.8%	19	6.2%	8	2.6%	21	6.9%	31	10.1%	306	49.3%
20 - 24																
TOTAL	342	55.1%	55	8.0%	55	8.9%	39	6.1%	13	2.1%	44	7.1%	74	11.9%	621	100.0%

\* % = Row %

TABLE 22

## A COMPARISON OF TRAINEES' EDUCATION DISTRIBUTION BY POST-OCAP EMPLOYMENT STATUS

Trainees' Education	POST-OCAP EMPLOYMENT STATUS												
	FOUND EMPLOYMENT			RETURNING TO SCHOOL									
	Full-time Permanent	Full-time Temporary	Part-time	Full-time	Part-time	Uncertain	No Job			Total			
Less Than Grade 8	0 0.0%*	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 100.0 %	2	0.3%				
Completed Grade 8	3 60.0%	0 0.0%	0 0.0%	1 20.0%	0 0.0%	0 0.0%	1 20.0%	5	0.8%				
Completed Grade 9	15 51.7%	3 10.3%	2 6.9%	1 3.4%	1 3.4%	3 10.3%	4 13.8%	29	4.7%				
Completed Grade 10	38 54.3%	6 8.6%	4 5.7%	6 8.6%	0 0.0%	4 5.7%	12 17.1%	70	11.3%				
Completed Grade 11	28 50.0%	3 5.4%	5 8.9%	1 1.8%	3 5.4%	7 12.5%	9 16.1%	56	9.0%				
Completed Grade 12	115 53.5%	15 7.0%	22 10.2%	15 7.0%	3 1.4%	18 8.4%	27 12.6%	215	34.6%				
Completed Grade 13	20 54.1%	4 10.8%	2 5.4%	3 8.1%	3 8.1%	2 5.4%	3 8.1%	37	6.0%				
SUB-TOTAL SECONDARY	219 52.9%	31 7.5%	35 8.5%	27 6.5%	10 2.4%	34 8.2%	58 14.0%	414	66.7%				
Some CAAT	36 65.5%	5 9.1%	4 7.3%	1 1.8%	1 1.8%	3 5.5%	5 9.1%	55	8.9%				
Completed CAAT	30 60.0%	5 10.0%	4 8.0%	1 2.0%	1 2.0%	3 6.0%	6 12.0%	50	8.1%				
Some University	17 58.6%	3 10.3%	3 10.3%	4 13.8%	0 0.0%	0 0.0%	2 6.9%	29	4.7%				
B.A., B.Sc.	34 54.0%	10 15.9%	8 12.7%	5 7.9%	1 1.6%	3 4.8%	2 3.2%	63	10.1%				
M.A., B.Ed., M.Ed.	4 66.7%	1 16.7%	1 16.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6	1.0%				
Some CAAT And Some University	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	1	0.2%				
Completed CAAT and Some University	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0.2%				
Other Professional Degrees	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	2	0.3%				
SUB-TOTAL POST SECONDARY	123 59.4%	24 11.6%	20 9.7%	27 6.5%	3 1.4%	10 4.8%	16 7.7%	207	33.3%				
TOTAL	342 55.1%	24 11.6%	55 8.9%	38 6.1%	13 2.1%	44 7.1%	74 11.9%	621	100.0%				

\* = Row %

TABLE 23

A COMPARISON OF TRAINEES' MEANS OF SUPPORT PRIOR TO OCAP BY POST-OCAP EMPLOYMENT STATUS

Means of Support Prior to OCAP(a)	FOUND EMPLOYMENT				RETURNING TO SCHOOL				TOTAL	
	Full-time Permanent		Full-time Temporary		Full-time		Part-time			
	Friends	Part-time Employment	Part-time Insurance	Benefits	Employment	Uncertain	No Job			
Family or Friends	198	58.4%*	16	4.7%	25	7.4%	25	7.4%	44	13.0%
Part-time Employment	74	48.7%	19	12.5%	19	12.5%	10	6.6%	9	5.9%
Unemployment Insurance	56	50.9%	14	12.7%	12	10.9%	5	4.5%	3	2.7%
Benefits	48	60.8%	9	11.4%	6	7.6%	4	5.1%	1	1.3%
Own Savings									4	5.1%
Full-time(b)	10	58.8%	3	17.6%	3	17.6%	1	5.9%	0	0.0%
Employment(b)									0	0.0%
Mother's Allowance/ Government Grants	4	40.0%	2	20.0%	0	0.0%	1	10.0%	1	10.0%
Welfare	4	44.4%	0	0.0%	0	0.0%	1	11.1%	0	0.0%
Student Loan/ Training Allowance	5	55.6%	2	22.2%	0	0.0%	1	11.1%	0	0.0%
TOTAL	399	55.0%	65	9.0%	65	9.0%	48	6.6%	14	1.9%
									49	6.8%
									85	11.7%
									725	100.0%

(a) Multiple Answers Acceptable

(b) Changed Career Goals

\*% = Row %

TABLE 24

## A COMPARISON OF TRAINEES' MEANS OF SUPPORT PRIOR TO AND AFTER OCAP

## MEANS OF SUPPORT AFTER OCAP (a)

Means of Support Prior to OCAP (a)	Salary from Post-OCAP Full-time Job	Family/ Friends	Unemployment Insurance Benefits				Mother's Allowance	Post-OCAP Part-time Employment	TOTAL
			Own Savings	Welfare	Mother's Allowance	TOTAL			
Family or Friends	219 57.9%*	95 25.1%	40 10.6%	16 4.2%	3 0.8%	4 1.1%	1 0.3%	378	47.2%
Part-time Employment	110 66.3%	19 11.4%	19 11.4%	12 7.2%	1 0.6%	2 1.2%	3 1.8%	166	20.7
Unemployment Insurance Benefits	74 61.2%	10 8.3%	29 24.0%	6 5.0%	1 0.8%	0 0.0%	1 0.8%	121	15.1%
Own Savings	57 65.5%	3 3.4%	8 9.2%	16 18.4%	0 0.0%	1 1.1%	2 2.3%	87	10.9%
Full-time Employment (b)	15 75.0%	2 10.0%	3 15.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	20	2.5%
Mother's Allowance/ Government Grants	6 54.5%	0 0.0%	2 18.2%	1 9.1%	0 0.0%	2 18.2%	0 0.0%	11	1.4%
Welfare	3 33.3%	1 11.1%	0 0.0%	2 22.2%	2 22.2%	1 11.1%	0 0.0%	9	1.1%
Student Loan/ Training Allowance	7 77.8%	1 11.1%	1 11.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	9	1.1%
<b>TOTAL</b>	<b>491</b>	<b>61.3%</b>	<b>131</b>	<b>16.4%</b>	<b>102</b>	<b>12.7%</b>	<b>53</b>	<b>6.6%</b>	<b>7</b>
							<b>0.9%</b>	<b>10</b>	<b>1.2%</b>
							<b>7</b>	<b>0.9%</b>	<b>801</b>
									<b>100.0%</b>

(a) Multiple Answers Acceptable  
 (b) Changed Career Goals  
 \*% = Row %

TABLE 25  
A COMPARISON OF TRAINEES' PRIOR LEVEL OF EDUCATION  
WITH FUTURE EDUCATIONAL PLANS

Trainees' Education	RETURNING TO SCHOOL						No.	TOTAL
	Full-time	Part-time	Uncertain					
Less Than Grade 8	0	0.0%	0	0.0%	0	0.0%	2	100.0%
Completed Grade 8	1	20.0%	0	0.0%	1	20.0%	5	0.8%
Completed Grade 9	4	13.8%	2	6.9%	10	34.5%	29	4.7%
Completed Grade 10	9	12.9%	5	7.1%	15	21.4%	70	11.3%
Completed Grade 11	2	3.6%	9	16.1%	19	33.9%	56	9.0%
Completed Grade 12	31	14.4%	14	6.5%	65	30.2%	215	34.6%
Completed Grade 13	8	21.6%	9	24.3%	10	27.0%	37	6.0%
SUB-TOTAL SECONDARY	55	13.3%	39	9.4%	120	29.0%	414	66.7%
Some CAAT	10	18.2%	7	12.7%	18	32.7%	55	8.9%
Completed CAAT	1	2.0%	5	10.0%	18	36.0%	50	8.1%
Some University	7	24.1%	3	10.3%	8	27.6%	29	4.7%
B.A., B.Sc.	1	11.1%	11	17.5%	11	33.3%	6	1.1%
M.A., B.Ed., M.Ed.	0	0.0%	4	55.7%	0	0.0%	6	1.0%
Some CAAT and Some University	0	0.0%	0	0.0%	1	100.0%	1	0.2%
Completed CAAT and Some University	1	100.0%	0	0.0%	0	0.0%	1	0.2%
Other Professional Degrees	0	0.0%	0	0.0%	0	0.0%	2	0.3%
SUB-TOTAL POST SECONDARY	26	12.6%	30	14.5%	66	31.9%	207	33.3%
TOTAL	81	13.0%	69	11.1%	186	30.0%	285	45.9%
							621	100.0%

\*% = Row %

TABLE 26

A COMPARISON OF TRAINEES' POST-OCAP EMPLOYMENT STATUS WITH  
 THEIR PLANS TO RETURN TO SCHOOL

Post-OCAP Employment Status	RETURNING TO SCHOOL			Row Total No. Percent
	Full-time	Part-time	Uncertain	
Full-time Permanent	32 9.4%*	42 12.3%	105 30.7%	163 47.7%
Full-time Temporary	5 9.1%	7 12.7%	18 32.7%	25 45.5%
Part-time	6 10.9%	7 12.7%	19 34.5%	23 41.8%
No Job	38 22.5%	13 7.7%	44 26.0%	74 43.8%
				169 27.2%
COLUMN	No.	81	69	285
TOTAL	Percent	13.0%	11.1%	45.9%
				621 100.0%

\*percent is row percent

TABLE 27

A COMPARISON OF POST-OCAP EMPLOYMENT STATUS WITH REASON FOR RETURNING TO SCHOOL

		<u>REASON FOR RETURNING TO SCHOOL</u>															
		<u>Post-OCAP Employment Status</u>															
		<u>Upgrade Qualifications</u>		<u>Pick-Up Specific Job Skills</u>		<u>Changed Career Goals</u>		<u>Avoid Work</u>		<u>Own Pleasure</u>		<u>Don't Know</u>		<u>TOTAL (a)</u>			
Full-time Employment	Permanent Employment	63 56.3%	31 27.7%	5 4.5%	7 6.3%	3 2.7%	2 1.8%	1 0.9%	1 0.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%				
Full-time Employment	Temporary Employment	11 68.8%	0 0.0%	2 12.5%	1 6.3%	0 0.0%	1 6.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 6.3%	1 0.0%				
Part-time Employment	No Job	10 45.5%	4 39	4 20.0%	1 16	4 13	2 6	0 6.3%	0 0.0%	0 0.0%	1 1.3%	0 0.0%	0 0.0%				
<b>TOTAL (a)</b>		<b>123 53.5%</b>	<b>51 22.2%</b>	<b>21 9.1%</b>	<b>18 7.8%</b>	<b>10 4.3%</b>	<b>3 1.3%</b>	<b>3 1.3%</b>	<b>1 1.3%</b>	<b>0 0.4%</b>							

(a) Multiple answers acceptable

\*% = Row %

TABLE 28

A COMPARISON OF TRAINEES' POST-OCAP EMPLOYMENT STATUS  
WITH THEIR PLANS TO RETURN TO SCHOOL  
1977-78

Post-OCAP Employment Status	RETURNING TO SCHOOL			No.	Row Total No. Percent
	Full-time	Part-time	Uncertain		
Full-time Permanent	18 3.9%*	65 14.1%	99 21.4%	280 60.6%	462 43.5%
Full-time Temporary	7 7.2%	14 14.4%	19 19.6%	57 58.8%	97 9.1%
Part-time	11 11.2%	11 11.2%	30 30.6%	46 46.9%	98 9.2%
No Job	52 12.8%	27 6.7%	140 34.6%	186 45.9%	405 38.1%
COLUMN	No.	88	117	288	569
TOTAL	Percent	8.3%	11.0%	27.1%	53.6%
					1,062
					100.0%

\*percent is row percent

### PROGRAM EFFECTIVENESS

It has already been shown that the vast majority of trainees favorably perceived the work experience and counselling gained on OCAP (see Tables 6,7, 8,9,10). This is important because, as Table 29 shows, 70% of trainees applied to OCAP because the Program offered an opportunity for much needed work experience, and a further 33% applied to get jobs which interested them. It is clear that OCAP is able to satisfy these needs.

Trainees' reasons for applying to OCAP this year are compared to their reasons during the previous year in Table 12. Considerably fewer trainees this year were referred by CECs, family, friends or counsellors, and considerably more applied because employers suggested it and because it sounded like a good idea. This indicates that OCAP is becoming well known in communities and is being favorably received by trainees and trainers.

TABLE 29

TRAIINEES' REASONS FOR APPLYING TO OCAP:  
A COMPARISON BETWEEN OCAP 1977-78 and OCAP 1978-79

Reason	OCAP 1977-78 (a)		OCAP 1978-79 (b)	
	No. (c)	Percent	No. (c)	Percent
Provided needed work experience	637	60.0%	433	69.7%
Opportunity to get a job which was interesting	480	45.2%	201	32.4%
Could not get any job	380	35.8%	237	38.2%
Suggested by Canada Employment (CEC)	98	9.2%	19	3.1%
Suggested by family, friend or counsellor	84	7.9%	18	2.9%
Suggested by employer	14	1.3%	67	10.8%
Sounded like a good program	3	1	95	15.3%
Other	8	0.8%	0	0.0%

(a) 1977-78 OCAP EVALUATION, Sample = 1,062  
(b) 1978-79 OCAP EVALUATION, Sample = 621  
(c) Multiple answers acceptable

### EMPLOYER PARTICIPATION IN OCAP

OCAP cannot effectively help alleviate youth unemployment, if the Program is concerned solely with the needs of unemployed youth. For OCAP to maximize its effectiveness, the real and structural concerns of the Province's private sector must also be considered and viable mechanisms must be developed to strengthen Ontario's business and industry.

A major irony of the current high youth unemployment rates is in the dilemma faced by employers who maintain that they experience difficulty in recruiting good, competent employees. This was the second most frequently cited reason employers gave for participating in OCAP (see Table 30) both this year and last. Employers also emphasize that the costs of training new personnel are often too prohibitive. At the same time, Ontario has over 300,000 unemployed workers. These structural anomalies seem to be restricting a potentially vibrant economy from expanding, due to a manpower resource deficiency.

As a society, we seem to lack a viable mechanism for effectively bringing together employers and unemployed workers. One of the major contributions of OCAP-In-Industry is the development of just such a mechanism for youth. OCAP has successfully been able to assist hundreds of employers in recruiting and training competent manpower (the majority of trainees who secured jobs got them with the employers who trained them) and has thereby directly stimulated Ontario's economy in a non-inflationary way.

Moreover, OCAP has primarily and intentionally dealt with small business and industry in the private sector. Recent statistics strongly indicate that 70% of the new jobs created in Ontario are small business and industry.<sup>1</sup> In some instances, OCAP has been effective in assisting small business and industry

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<sup>1</sup>Canadian Federation of Independent Business, Pre-Budget Submission to the Honourable Jean Cretien. Toronto: Canadian Federation of Independent Business, (October, 1978).

TABLE 30

EMPLOYERS' REASONS FOR PARTICIPATING IN OCAP

<u>Reason</u>	<u>No. (a)</u>	<u>% of Sample (b)</u>	<u>% of Total No. (a)</u>
Felt We Could Offer Meaningful Training	180	49.9%	25.6%
Needed Help, But Couldn't Afford the Starting Wage	155	42.9%	22.1%
Enable Me To Recruit Competent, Productive Help	144	39.9%	20.5%
Help Solve The Youth Unemployment Problem	102	28.3%	14.5%
Sold on Idea By OCAP Co-ordinator	70	19.4%	10.0%
Associates/Friends had Good Experience With OCAP	41	11.4%	5.8%
Other	10	2.8%	1.4%
TOTAL	702 (a)	194.6%	100.0%

(a) Multiple answers acceptable  
 (b) Sample is 361 employers

to avoid bankruptcy. Such economic fortification helps to provide positive stimulation to the economy.

The statistics and analysis presented in this chapter represent the responses of 361 (15.2%) of the 2382 participating employers (see Table 1). Table 31 compares the types of businesses who participated last year to those who participated this year. There was a 10% decrease this year in the number of employers who were engaged in some type of service operation. There was a further 8% decrease in the percentage of participating employers active in either wholesale or retail trade (about 21% this year). This is disproportionate to the composition of the Ontario economy and a better balance will be of primary concern in OCAP's future. More emphasis must also be placed on providing training assistance to the manufacturing sector and, although there was a 3% increase this year, the percentage of participating employers involved in manufacturing is still fairly low at 17%. Increasing the proportion of manufacturing companies participating in OCAP has been made a top priority and co-ordinators have developed recruitment techniques aimed at this group.

The vast majority (91%) of companies which participated in OCAP are not unionized (see Appendix B). The size (number of employees) of participating companies has some bearing on this situation (over two-thirds of the surveyed companies have 10 or fewer employees, see Table 32), as do union regulations which often place restrictions on the entry level and salary of new employees or trainees. This effectively bars OCAP's involvement with many new employers. General union approval of the support for OCAP is a goal to pursue over the long term.

OCAP maintains that it is small business and industry that most needs recruitment and training assistance. Over 80% of participating employers had fewer than 25 employees (a 4.2% increase over the previous year) and only 7.5% had over 100 employees (1.5% less than the previous year). The fact that almost 70% of the surveyed employers had 10 or less employees emphasizes the thrust of OCAP's involvement with small business and industry.

TABLE 31

DISTRIBUTION OF OCAP TRAINING POSITIONS AMONG EMPLOYERS SURVEYED:  
A COMPARISON BETWEEN OCAP 1977-78 AND OCAP 1978-79

Type of Business or Industry	OCAP 1977-78(a)		OCAP 1978-79(b)	
	No.	Percent	No.	Percent
Services	254	41.4%	115	31.9%
Retail Trade	156	24.4%	64	17.7%
Manufacturing, Processing, Repair	83	13.5%	61	16.9%
Finance, Insurance, Real Estate	35	5.7%	24	6.6%
Wholesale Trade	27	4.4%	11	3.0%
Construction	18	2.9%	13	3.6%
Transportation, Communications, Utilities	12	2.0%	6	1.7%
Agricultural, Forestry, Fishing, Mining	6	1.0%	7	1.9%
Community or Social Services, Education	-	-	25	6.9%
The Arts or Media	-	-	18	5.0%
Municipal or Federal Government	-	-	17	4.7%
Other	23	3.8%	0	0.0%
TOTAL:	614	100.0%	361	100.0%

(a) 1977-78 OCAP EVALUATION, Sample = 614  
 (b) 1978-79 OCAP EVALUATION, Sample = 361

TABLE 32

DISTRIBUTION OF OCAP EMPLOYERS SURVEYED BY THE NUMBER OF  
FULL-TIME EMPLOYEES IN THE INTERVIEWED FIRMS

<u>Number of Employees</u>	<u>No.</u>	<u>Percent of Total</u>	<u>Cumulative %</u>
None (a)	6	1.7%	1.7%
1 - 5	165	45.7%	47.4%
6 - 10	76	21.1%	68.5%
11 - 15	23	6.4%	74.8%
16 - 20	14	3.9%	78.7%
21 - 25	16	4.4%	83.1%
26 - 100	34	9.4%	92.5%
101 - 500	18	5.0%	97.5%
Over 500	9	2.5%	100.0%
 TOTAL:	 361	 100.0%	 100.0%

(a) Owner only and/or part-time help

Table 33 compares the type of business and industry to the size of the company.

Table 34 shows that 64% of participating employers hired between 1 and 5 new employees in the 12 months prior to being interviewed. Since they chose to participate in OCAP, it can be reasonably assumed that these companies have been either in a growth posture and/or have encountered a significant personnel turn-over problem. OCAP has effectively assisted these employers through co-operative participation in the training of new workers.

Table 35 reveals that almost 85% of the employers prefer to hire long term employees, who may require some training, rather than employees who are immediately productive, but may be short-term. However, without financial assistance for training, many employers are forced to recruit immediately productive workers (see Table 30). Thus, inexperienced people, most often youth, are at a definite disadvantage in securing jobs.

Slightly over half the employers did not utilize regular, formalized training programs prior to OCAP. Table 36 demonstrates that companies with more than 15 employees tend to have, to a greater degree, some sort of regular training programs than do companies with 14 or fewer employees.

Many employers seem to lack professionalism in the provision of training. OCAP's training strategy facilitates a learning process on the part of the employer. Through the introduction and effective use of training plans, monthly performance appraisals and regular communication, employers readily perceive the merits of training to specified terminal performance objectives (TPOs). Many CAATs have also provided short seminars on TPOs and instructional techniques for interested employers. An extension of this process could result in greater employer and community utilization of the CAAT's resources and expertise, and improved productivity in our economy.

Larger firms in business and industry usually can absorb the cost of buying outside expertise or developing in-house training programs to upgrade

TABLE 33

A COMPARISON OF TYPE OF BUSINESS OR INDUSTRY BY THE NUMBER OF FULL-TIME EMPLOYEES

NUMBER OF FULL-TIME EMPLOYEES

<u>Type of Business</u>	<u>None</u>	<u>1-5</u>	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26-100</u>	<u>101-500</u>	<u>over 500</u>	<u>Total</u>
Services	2 1.7%	61 53.0%	24 20.9%	8 7.0%	4 3.5%	3 2.6%	9 7.8%	3 2.6%	1 0.9%	115 31.9%
Retail Trade	0 0.0%	38 59.4%	7 10.9%	1 1.6%	2 3.1%	3 4.7%	10 15.6%	2 3.1%	1 1.6%	64 17.7%
Manufacturing, Processing, Repair	1 1.6%	26 42.6%	11 18.0%	8 13.1%	1 1.6%	4 6.6%	6 9.8%	2 3.3%	2 3.3%	61 16.9%
Community or Social Services, Education	0 0.0%	4 16.0%	8 32.0%	2 8.0%	0 0.0%	1 4.0%	2 8.0%	5 20.0%	3 12.0%	25 6.9%
Finance, Insurance, Real Estate	1 4.2%	12 50.0%	8 33.3%	1 4.2%	1 4.2%	0 0.0%	1 4.2%	0 0.0%	0 0.0%	24 6.6%
The Arts, Media	0 0.0%	6 33.3%	7 38.9%	1 5.6%	0 0.0%	3 16.7%	0 0.0%	1 5.6%	0 0.0%	18 5.0%
Municipal or Federal Government	0 0.0%	3 17.6%	3 17.6%	2 11.8%	1 5.9%	1 5.9%	3 17.6%	3 17.6%	1 5.9%	17 4.7%
Construction	0 0.0%	6 46.2%	4 30.8%	0 0.0%	0 0.0%	1 7.7%	1 7.7%	1 7.7%	0 0.0%	13 3.6%
Wholesale Trade	0 0.0%	5 45.5%	2 18.2%	0 0.0%	3 27.3%	0 0.0%	0 0.0%	0 0.0%	1 9.1%	11 3.0%
Agricultural, Forestry, Fishing, Mining	1 14.3%	4 57.1%	2 28.5%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	7 1.9%
Transportation, Communications, Utilities	1 16.7%	0 0.0%	0 0.0%	0 0.0%	2 33.3%	0 0.0%	2 33.3%	1 16.7%	0 0.0%	6 1.7%
TOTAL	6 1.7%	165 45.7%	76 21.1%	23 6.4%	14 3.9%	16 4.4%	34 9.4%	18 5.0%	9 2.5%	361 100.0%

their instructional personnel. Smaller firms may fail to recognize the need for such programs or cannot justify the initial expenditure.

OCAP, however, has been instrumental in upgrading the general instructional and training capacity of participating employers. This development is not limited merely to the short-term, but, hopefully, is the initiation of a process which will continue to refine itself and reap positive long-term benefits. Ontario's CAATs should continue to encourage and support this process.

Direct employer involvement in the selection of their OCAP trainees(s) supports the training process and substantiates the employers' involvement and commitment. To a large degree (92%), employers were directly involved in the trainee-selection process, because they understood the OCAP training process and recognized the importance of their involvement. In addition, 97% (see Appendix B) of the employers said that they were well-informed and conversant with the philosophy and methodology of OCAP when they accepted a trainee. This awareness helped to avoid later misunderstandings and problems among the employer, the supervising CAAT and the trainee (see Table 17).

Table 37 shows the various ways that employers became aware of OCAP. The CAATs were the largest single means of disseminating information about OCAP (30%). Similarly, 30% of surveyed employers were informed about the Program by associates, friends or professional organizations. This indicates that OCAP's reputation in the business community is a good one. An additional 20% of surveyed employers had hired an OCAP trainee before and were clearly favorably impressed by the experience.

Table 38 shows that 43.5% of surveyed employers trained more than one trainee. This indicates that the Program is very well received by participating employers and that they perceive OCAP as a valuable experience.

Table 39 shows a dramatic increase this year over last year of the

percentage of employers who believe OCAP would be restructured on a cost-sharing basis. The most amenable to this suggestion are those employers with between one and five full-time employees (see Table 40). This shows that the OCAP experience has given small companies, which are often reluctant to train due to the costs involved, a positive attitude toward providing work experience to young people. OCAP is therefore promoting the idea of training as a constructive means of fulfilling manpower requirements.

Table 41 shows that only 32% of surveyed employers did not or will not hire their OCAP trainee(s). This is comparable to the previous year. Fifty-seven percent have already hired their OCAP trainees and 10% hope to do so. Table 41 compares the size of the companies with their intention to hire.

TABLE 34

DISTRIBUTION OF NUMBER OF EMPLOYEES HIRED BY OCAP EMPLOYER IN  
THE TWELVE MONTHS PRIOR TO BEING INTERVIEWED

<u>Number of Employees Hired</u>	<u>No.</u>	<u>Percent of Total</u>	<u>Cumulative Percent</u>
None	35	9.7%	9.7%
1 - 5	231	64.0%	73.7%
6 - 10	37	10.2%	83.9%
11 - 15	7	1.9%	85.8%
16 - 20	8	2.2%	88.0%
Over 20	32	8.9%	96.9%
Don't Know	11	3.1%	100.0%
TOTAL	361	100.00%	100.00%

TABLE 35  
DISTRIBUTION OF EMPLOYERS' HIRING PREFERENCES

<u>Reason For Hiring</u>	<u>No.</u>	<u>Percent</u>
Long term employees, who may require some training	305	84.5%
Productivity from day one, even if employee might leave in six months	59	16.3%
Don't Know	15	4.2%
<hr/>		
TOTAL	361	100.0%

TABLE 36

A COMPARISON OF SIZE OF COMPANY BY PRESENCE OF A REGULAR, FORMALIZED  
TRAINING PROGRAM PRIOR TO OCAP

		<u>Total</u>															
		<u>1-5</u>		<u>6-10</u>		<u>11-15</u>		<u>16-20</u>		<u>21-25</u>		<u>26-100</u>		<u>101-500</u>		<u>Over 500</u>	
<u>Have Regular Formalized Training Programs</u>	<u>None</u>																
		4	65	30	8	8	7	23	9	9	7	161	4.3%	4.3%	7	44.6%	44.6%
Yes	2.5%*	40.4%	18.6%	5.0%	5.0%	4.3%	4.3%	14.3%	5.6%	5.6%	4.3%	200	55.4%	55.4%	2	1.0%	1.0%
No	2	100	46	15	6	9	11	9	4.5%	5.5%	4.5%	361	100.00%	100.00%	9	2.5%	2.5%
TOTAL		6	165	76	23	14	16	34	18	18	18	361	100.00%	100.00%	9	2.5%	2.5%

\*% = Row %

TABLE 37

DISTRIBUTION OF SOURCES OF INFORMATION ABOUT OCAP

<u>Source Of Information</u>	<u>No. (a)</u>	<u>Percent of Sample (b)</u>	<u>Percent of Total (a)</u>
Community College or OCAP Co-ordinator	123	30.1%	26.5%
Associates/Friends/Professional Organizations	108	29.9%	23.2%
Canada Employment Centre	72	19.9%	15.5%
Had an OCAP Trainee Previously	61	16.9%	13.1%
Unemployed Youth	53	14.7%	11.4%
OCAP Advertisement/Promotion	48	13.3%	10.3%
TOTAL	465(a)	124.8%	100.0%

(a) Multiple answers acceptable

(b) Sample = 361

TABLE 38

DISTRIBUTION OF NUMBER OF OCAP TRAINEES TRAINED  
BY EMPLOYERS SURVEYED

<u>Number of OCAP Trainees Trained</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative Percent</u>
One	204	56.5%	56.5%
Two	84	23.3%	79.8%
Three	30	8.3%	88.1%
Four	16	4.4%	92.5%
Five	8	2.2%	94.7%
Six	5	1.4%	96.1%
Seven	2	0.6%	96.7%
Eight	1	0.3%	97.0%
Nine or More	10	2.7%	99.7%
Don't Know	1	0.3%	100.0%
<b>TOTAL</b>	<b>361</b>	<b>100.0%</b>	<b>100.0%</b>

TABLE 39

A COMPARISON OF EMPLOYERS' RESPONSE TO COST-SHARING OCAP BETWEEN  
OCAP 1977-78 AND OCAP 1978-79

<u>Cost-Sharing OCAP</u>	<u>OCAP 1977-78(a)</u>		<u>OCAP 1978-79(b)</u>	
	<u>No.</u>	<u>Percent</u>	<u>No.</u>	<u>Percent</u>
YES	159	25.9%	234	64.8%
NO	360	58.9%	53	14.7%
Don't Know	95	15.5%	74	20.5%
TOTAL	614	100.0%	361	100.0%

- (a) 1977-78 OCAP EVALUATION, Sample = 614  
(b) 1978-79 OCAP EVALUATION, Sample = 361

TABLE 40

A COMPARISON OF SIZE OF COMPANY BY COST-SHARING REORGANIZATION

NUMBER OF FULL-TIME EMPLOYEES

Should OCAP Be Cost-Shared	<u>None</u>	<u>1-5</u>	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>	<u>26-100</u>	<u>101-500</u>	<u>Over 500</u>	<u>Total</u>
YES	5 2.1%*	120 51.3%	48 20.5%	12 5.1%	6 2.6%	13 5.6%	21 9.0%	6 2.6%	3 1.3%	234 64.8%
NO	0 0.0%	17 32.1%	15 28.3%	5 9.4%	3 5.7%	2 3.8%	4 7.5%	4 7.5%	3 5.7%	53 14.7%
Don't Know	1 1.4%	28 37.8%	13 17.6%	6 8.1%	5 6.8%	1 1.4%	9 12.2%	8 10.8%	3 4.1%	74 20.5%
TOTAL	6 1.7%	165 45.7%	76 21.1%	23 6.4%	14 3.9%	16 4.4%	34 9.4%	18 5.0%	9 2.5%	361 100.0%

\*% = Row %

TABLE 41

A COMPARISON OF SIZE OF COMPANY BY THE NUMBER OF OCAP TRAINEES  
INTENDED TO BE HIRED

NUMBER OF TRAINEES

<u>Size of Company</u>	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>	<u>Five</u>	<u>Eight</u>	<u>Ten</u>	<u>Don't Know</u>	<u>Not Applicable</u>	<u>Total</u>
None	3 50.0%*	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 16.7%	2 33.3%	6 1.7%
1 - 5	84 50.9%	18 10.9%	1 0.6%	0 0.0%	1 0.6%	0 0.0%	0 0.0%	5 3.0%	55 33.9%	165 45.7%
6 - 10	36 47.4%	8 10.5%	4 5.3%	2 2.6%	0 0.0%	0 0.0%	0 0.0%	4 5.3%	22 28.9%	76 21.1%
11 - 15	11 47.8%	4 17.4%	0 0.0%	1 4.3%	0 0.0%	0 0.0%	0 0.0%	1 4.3%	6 26.1%	23 6.4%
16 - 20	5 35.7%	1 7.1%	1 7.1%	1 7.1%	2 14.3%	0 0.0%	0 0.0%	1 7.1%	3 21.4%	14 3.9%
21 - 25	4 25.0%	3 18.8%	1 6.3%	0 0.0%	1 6.3%	0 0.0%	0 0.0%	0 0.0%	7 43.8%	16 4.4%
26 - 100	9 26.5%	4 11.8%	4 11.8%	2 5.9%	1 2.9%	2 5.9%	0 0.0%	2 5.9%	10 29.4%	34 9.4%
101 - 500	5 27.8%	2 11.1%	0 0.0%	0 0.0%	2 11.1%	0 0.0%	1 5.6%	0 0.0%	8 44.4%	18 5.0%
over 500	4 44.4%	1 11.1%	0 0.0%	0 0.0%	2 22.2%	0 0.0%	0 0.0%	0 0.0%	2 22.2%	9 2.5%
<b>TOTAL</b>	<b>161 44.6%</b>	<b>41 11.4%</b>	<b>11 3.0%</b>	<b>6 1.7%</b>	<b>9 2.5%</b>	<b>2 0.6%</b>	<b>1 0.3%</b>	<b>14 3.9%</b>	<b>116 32.1%</b>	<b>361 100.00%</b>

## 1979-1980 OCAP SUMMARY

### Recruitment of Trainees

Over 19,000 applications were received from unemployed youth for consideration to participate in OCAP, representing approximately 13% of the Province's unemployed aged 16 to 24, and an increase of 4000 over 1978-79. As most OCAP CAAT Co-ordinators report word of mouth as the best means of recruitment, this increase may be due to the solid reputation the Program enjoys, as well as to generally more effective advertising techniques.

### Recruitment of Trainers

Approximately 4500 employers participated in OCAP, which represents about 66% of the employer enquiries into the Program.

### Trainee Profile

#### (i) Sex

Approximately two-thirds of all trainees were female, in both 1978-79 and 1979-80 (see Table 42). In view of the fact that numbers of male and female unemployed youth are equal, this imbalance among OCAP trainees must be redressed.

#### (ii) Age

The distribution of trainees by age is shown in Table 43. The majority (54.2%) are between 16 and 19 years of age (a group which represents 55% of unemployed youth), an increase of almost 4% over the previous year. The mean age was 18.7, compared to the previous year's figure of 19.0.

#### (iii) Education

The education level of trainees is identified in Table 44. The majority (75.1%) had no post-secondary education, an increase of almost 9% over the previous year. This is consistent with the educational distribution of the population of unemployed youth (75% with no post-secondary education) (Statistics Canada).

## Work Experience

### (i) Occupation

Table 45 shows the distribution of trainees by occupation. Thirty percent of trainees were placed in Clerical and Related occupations, a light increase from the previous year. Six percent of trainees were placed in Processing, Machining and Related occupations, 10% in Product Fabricating, Assembling and Repair, and 4% in Construction trades. The number of trainees in these areas rose by 6% over 1978-79. Placement in skilled trades remains priority. College OCAP Co-ordinators are developing techniques for recruiting trainees and trainers in this area, and are now using the Canadian Classification and Dictionary of Occupations (CCDO) and Standard Industrial Classification (SIC) codes to classify occupations and types of businesses.

### (ii) Length of Contracts

Table 46 shows the distribution of trainees by length of contract. The majority of contracts (68%) were for the 16 week maximum period. This represents a decrease of 22% from the previous year. Eleven percent were for 12 weeks and 6% for 8 weeks, compared to 4% and 1% respectively in 1978-79. This trend toward shorter term contracts represents the efforts of college OCAP Co-ordinators to serve as many unemployed youth as possible. Using such means as the Specific Vocational Preparation (SVP) levels of the CCDO to determine contract lengths, co-ordinators can substantially increase the number of trainees and trainers who can benefit from OCAP.

## Output

### (i) Actual Length on Program

Table 47 shows trainees' actual length on the Program.

One-quarter of the trainees were on for eight weeks or less, consistent with the previous year's figure; 28% were on for 8 to 15 weeks, an 8% increase from the previous year; 47% were on for the full 16 weeks, a 9% decrease from the previous year. Better prescreening, matching and counselling functions account for OCAP College Co-ordinators' ability to reduce the number of trainees on full 16 week periods, thereby increasing the number of unemployed youth and employers who can be served.

(iii) Post-OCAP Employment Status

Trainees' post-OCAP employment status is shown in Tables 48(a) and 48(b). Seventy-one percent of trainees secured employment and 6% returned to school, both representing slight decreases from the previous year. Twenty-three percent of 1979-80 graduates were unemployed, a 4% increase over 1978-79.

Table 48(b) shows that, of the graduates still in the labour market (in other words, excluding those who were not job searching) 73% secured employment, 6% returned to school and only 21% were unemployed.

TABLE 42  
DISTRIBUTION OF TRAINEES BY SEX

	<u>No.</u>	<u>Percentage</u>
Females	3743	65.8%
Males	1949	34.2%
TOTAL	5692	100.0%

TABLE 43

DISTRIBUTION OF TRAINEES BY AGE

<u>AGE</u>	<u>NO.</u>	<u>PERCENT</u>	<u>CUMULATIVE PERCENT</u>
16	323	57.7%	5.7%
17	614	10.8%	16.5%
18	1112	19.5%	36.0%
19	1035	18.2%	54.2%
 SUB-TOTAL	16 - 19	3084	54.2%
20	777	13.7%	67.9%
21	557	9.8%	77.7%
22	543	9.5%	87.2%
23	416	7.3%	94.5%
24	315	5.5%	100.0%
 SUB-TOTAL	20 - 24	2608	45.8%
TOTAL		5692	100.0%
			45.8%
			100.0%

TABLE 44

## DISTRIBUTION OF TRAINEES BY FORMAL EDUCATION

<u>Trainees' Education</u>	<u>No.</u>	<u>Percent</u>	<u>Cumulative Percent</u>
Grade 8 or less	128	2.2%	2.2%
Completed Grade 9	359	6.3%	8.5%
Completed Grade 10	834	14.7%	23.2%
Completed Grade 11	768	13.5%	36.7%
Completed Grade 12	1913	33.6%	70.3%
Completed Grade 13	276	4.8%	75.1%
 SUB-TOTAL SECONDARY	 4278	 75.1%	 75.1%
Some CAAT	452	8.0%	83.1%
Completed CAAT	387	6.8%	89.9%
Some University	189	3.4%	93.3%
Completed BA, BSc	349	6.2%	99.5%
MA, BED, MSc, etc.	21	0.3%	99.8%
Other	16	0.2%	100.0%
 SUB-TOTAL POST-SECONDARY	 1414	 24.9%	 24.9%
 TOTAL	 5692	 100.0%	 100.0%

TABLE 45  
DISTRIBUTION OF TRAINEES BY OCCUPATION

<u>Occupation</u>	<u>No.</u>	<u>Percentage</u>
Clerical and Related		
Sales	1748	30.7%
Service		
Product Fabricating, Assembling	566	10.0%
Artistic, Literary, Performing Arts and Related	565	10.0%
Machining and Related		
Construction Trades	561	9.9%
Managerial, Administrative and Related	362	6.3%
Social Services and Related	222	4.0%
Teaching and Related		
Medicine and Health	205	3.6%
Farming, Horticulture, Animal-Husbandry	186	3.3%
Other Crafts and Equipment Operating	185	3.3%
Processing	167	2.9%
Natural Sciences, Engineering, Mathematics	161	2.8%
Material-Handling and Related	155	2.7%
Sports and Recreation	142	2.5%
Transport Equipment Operating	135	2.4%
Fishing, Hunting, Trapping and Related	112	2.0%
Forestry and Logging	71	1.2%
Mining and Quarrying	71	1.2%
Religion	31	0.5%
Others	10	0.1%
	11	0.1%
	1	0.1%
	4	0.1%
	21	0.3%
TOTAL	5692	100.0%

TABLE 46

## DISTRIBUTION OF TRAINEES BY LENGTH OF CONTRACT

	<u>No.</u>	<u>Percentage</u>	<u>Cumulative Percentage</u>
Less than 1 week	6	0.1%	0.1%
1 to 2 weeks	27	0.4%	0.5%
2 to 3 weeks	4	0.1%	0.6%
3 to 4 weeks	11	0.2%	0.8%
4 to 5 weeks	9	0.1%	0.9%
5 to 6 weeks	47	0.8%	1.7%
6 to 7 weeks	16	0.3%	2.0%
7 to 8 weeks	344	6.1%	8.1%
8 to 9 weeks	142	2.5%	10.6%
9 to 10 weeks	131	2.3%	12.9%
10 to 11 weeks	72	1.3%	14.2%
11 to 12 weeks	636	11.2%	25.4%
12 to 13 weeks	259	4.6%	30.0%
13 to 14 weeks	54	0.9%	30.9%
14 to 15 weeks	91	1.6%	32.5%
15 to 16 weeks	3843	67.5%	100.0%
TOTAL	5692	100.0%	100.0%

TABLE 47

## DISTRIBUTION OF TRAINEES BY ACTUAL LENGTH ON PROGRAM

	<u>No.</u>	<u>Percentage</u>	<u>Cumulative Percentage</u>
Less than 1 week	144	3.0%	3.0%
1 to 2 weeks	180	3.7%	6.7%
2 to 3 weeks	187	3.8%	10.5%
3 to 4 weeks	134	2.8%	13.3%
4 to 5 weeks	129	2.7%	16.0%
5 to 6 weeks	128	2.6%	18.6%
6 to 7 weeks	127	2.6%	21.2%
7 to 8 weeks	183	3.8%	25.0%
8 to 9 weeks	135	2.8%	27.8%
9 to 10 weeks	174	3.6%	31.4%
10 to 11 weeks	148	3.0%	34.4%
11 to 12 weeks	460	9.5%	43.9%
12 to 13 weeks	180	3.7%	47.6%
13 to 14 weeks	128	2.7%	50.3%
14 to 15 weeks	118	2.5%	52.8%
15 to 16 weeks	2281	47.2%	100.0%
TOTAL	4836	100.0%	100.0%

TABLE 48(a)

DISTRIBUTION OF TRAINEES BY POST-OCAP EMPLOYMENT STATUS

	<u>No.</u>	<u>Percentage</u>	<u>Cumulative Percent</u>
Employed with OCAP Trainer	1902	39.4%	39.4%
Employed Elsewhere	1510	31.3%	70.7%
Returning to School	287	5.9%	76.6%
Unemployed and Actively Job Searching	990	20.4%	97.0%
Unemployed But <u>NOT</u> Actively Job Searching	147	3.0%	100.0%
 TOTAL	4836	100.0%	100.0%

TABLE 48(b)

DISTRIBUTION OF TRAINEES BY POST-OCAP EMPLOYMENT STATUS

	<u>No.</u>	<u>Percentage</u>	<u>Cumulative Percent</u>
Employed with OCAP Trainer	1902	40.6%	40.6%
Employed Elsewhere	1510	32.2%	72.8%
Returning to School <sup>1</sup>	287	6.1%	78.9%
Unemployed and Actively Job Searching	990	21.1%	100.0%
TOTAL	4689 (a)	100.0%	100.0%

(a) = # of trainees in workforce after OCAP

## APPENDIX A

### TRAINEE QUESTIONNAIRE RESPONSES

(Total N=621)

1. Sex

Female	61.4%	(N=381)
Male	38.6%	(N=240)

2. How long was the trainee unemployed and actively looking for work, before coming to OCAP?

0 - 3 months	34.8%	(N=216)
4 - 6 months	29.6%	(N=184)
7 - 9 months	14.0%	(N= 87)
10 - 12 months	8.9%	(N= 55)
13 - 18 months	4.7%	(N= 29)
19 - 24 months	2.9%	(N= 18)
More than 24 months	5.2%	(N= 32)

3. What kind of job was the trainee doing on his/her OCAP placement?

Secretarial, Stenographic Clerical	29.0%	(N=180)
Purchasing and Sales	9.3%	(N= 58)
Mechanical, Electrical Construction and Repair Trades	7.7%	(N= 48)
Processing and Assembly of Goods and Materials	4.2%	(N= 26)
Creative and Commercial Arts, Photography	4.0%	(N= 25)
Management and Entrepreneurial	4.0%	(N= 25)
Community Development, Social Work	3.4%	(N= 21)
Personal Care and Hospitality	3.2%	(N= 20)
Cleaning of Buildings and Materials	3.1%	(N= 19)
Medicine and Health	2.9%	(N= 18)
Education	2.7%	(N= 17)
Writing, Journalism, Translation	2.7%	(N= 17)
Printing and Communications Equipment	2.6%	(N= 16)
Economics, Finance, Accountancy	2.3%	(N= 14)
Recreation and Sports	2.3%	(N= 14)
Library, Museum, Archival Sciences	1.9%	(N= 12)
Natural Resources	1.9%	(N= 12)
Engineering, Architecture	1.8%	(N= 11)
Transportation, Delivery Materials Handling	1.8%	(N= 11)
Automatic Data Processing	1.6%	(N= 10)
Entertainment and Performing Arts	1.6%	(N= 10)
Life and Physical Sciences, Mathematics	1.6%	(N= 10)
Processing of Food and Beverages	1.4%	(N= 9)
Production of Wearing and Apparel	1.3%	(N= 8)
House Science, Homemaking	0.8%	(N= 5)
Social and Behavioural Sciences	0.5%	(N= 3)
Personal and Community Protection	0.3%	(N= 2)

4. How long was the trainee on OCAP?

Up to 2 weeks	1.3%	(N= 8)
2 to 4 weeks	5.2%	(N= 32)
4 to 6 weeks	4.7%	(N= 29)
6 to 8 weeks	6.3%	(N= 39)
8 to 10 weeks	2.9%	(N= 18)
10 to 12 weeks	7.7%	(N= 48)
12 to 14 weeks	3.2%	(N= 20)
14 to 16 weeks	68.8%	(N=427)

5. How old was the trainee when he/she applied to OCAP?

16	5.0%	(N= 31)
17	9.7%	(N= 60)
18	20.9%	(N=130)
19	15.1%	(N= 94)
20	11.8%	(N= 73)
21	10.1%	(N= 63)
22	11.9%	(N= 74)
23	9.2%	(N= 57)
24	6.3%	(N= 39)

6. What is the trainee's highest attained level of education?

Less than Grade 8	0.3%	(N= 2)
Completed Grade 8	0.8%	(N= 5)
Completed Grade 9	4.7%	(N= 29)
Completed Grade 10	11.3%	(N= 70)
Completed Grade 11	9.0%	(N= 56)
Completed Grade 12	34.6%	(N=215)
Completed Grade 13	6.0%	(N= 37)
Some community college	8.9%	(N= 55)
Completed community college	8.1%	(N= 50)
Some university	4.7%	(N= 29)
Completed B.A., B.Sc.	10.1%	(N= 63)
Completed M.A., B.Ed., M.Ed.	1.0%	(N= 6)
Some community college and some university	0.2%	(N= 1)
Completed community college and some university	0.2%	(N= 1)
Other professional degrees	0.3%	(N= 2)

7. Before the trainee joined OCAP how many applications did he/she submit for full-time jobs?

None	11.4%	(N= 71)
1 - 5	20.8%	(N=129)
6 - 10	18.7%	(N=116)
11 - 15	8.5%	(N= 53)
16 - 20	9.2%	(N= 57)
21 - 25	6.0%	(N= 37)
26 or more	24.2%	(N=150)
Don't know	1.3%	(N= 8)

8. What does the trainee think were the major reasons why he/she did not get the job most wanted? (multiple answers acceptable)

Lack of general work experience	59.1%	(N=367)
Not hiring	24.3%	(N=151)
More qualified person selected	15.3%	(N= 95)
Lack of specific job skills	12.6%	(N= 78)
Did not apply anywhere	11.0%	(N= 68)
Under-educated	7.2%	(N= 45)
Poor job-search technique	6.6%	(N= 41)
Too young	4.8%	(N= 30)
Lack of Canadian work experience	2.3%	(N= 14)
Physical or health problem	1.9%	(N= 12)
Don't know	1.3%	(N= 8)
Over-educated	0.6%	(N= 4)
Sex discrimination	0.5%	(N= 3)

9. How was the trainee supporting him/herself before coming on OCAP? (multiple answers acceptable)

Supported by family	54.4%	(N=338)
Part-time employment	24.5%	(N=152)
U.I.C. Benefits	17.7%	(N=110)
Savings	12.7%	(N= 79)
Full-time employment	2.7%	(N= 17)
Mother's Allowance, Family Benefits, Gov't Grants	1.6%	(N= 10)
Welfare	1.4%	(N= 9)
Student Loan	1.1%	(N= 7)
Training Allowance	0.3%	(N= 2)
Friends	0.2%	(N= 1)

10. How did the trainee hear about OCAP? (multiple answers acceptable)

Canada Employment and Immigration Commission (CEIC)	28.8%	(N=179)
A friend	21.4%	(N=133)
Newspaper advertisement	15.5%	(N= 96)
An employer	14.8%	(N= 92)
College or OCAP Co-ordinator	10.6%	(N= 66)
Family	5.8%	(N= 36)
A teacher	3.7%	(N= 23)
Radio, TV, Posters	2.4%	(N= 15)
U.I.C. or Welfare Office	1.3%	(N= 8)

11. What were the trainee's major reasons for applying to OCAP? (multiple answers acceptable)

Provided needed job experience	69.7%	(N=433)
Could not get any job	38.2%	(N=237)
Provided an opportunity to get a job which interested him/her.	32.4%	(N=201)
Sounded like a good program	15.3%	(N= 95)
Suggested by employer	10.8%	(N= 67)
Suggested by CEIC	3.1%	(N= 19)
Suggested by family, friend or counsellor	2.9%	(N= 18)

12. What were the trainee's major reasons for leaving QCAP?  
(multiple answers acceptable)

Contract expired	70.9%	(N=440)
Found employment	47.3%	(N=294)
Resigned -- work experience was not personally satisfying	4.8%	(N= 30)
Resigned -- conflict with supervisor	4.0%	(N= 25)
Released by job supervisor	3.9%	(N= 24)
Returning to school	2.1%	(N= 13)
Resigned -- work experience was irrelevant to personal career goals	1.8%	(N= 11)
Financial stress	1.6%	(N= 10)
Health and/or family problems	1.4%	(N= 9)
Pregnancy	0.8%	(N= 5)
Resigned -- work experience was irrelevant to finding full-time employment	0.8%	(N= 5)
Got married	0.3%	(N= 2)
Moved from area	0.2%	(N= 1)

13. Does the trainee, or will he/she, have a job at the end of OCAP?

Yes, full-time permanent (Go to 14)	55.1%	(N=342)
Yes, full-time temporary	8.9%	(N= 55)
Yes, part-time (Go to 15)	8.9%	(N= 55)
No, not at all* (Go to 19)	27.2%	(N=169)

(\* see Question 21)

14. How much money will the trainee be making in his/her new job? (gross income)

Less than \$100/wk.	3.7%	(N= 23)
\$101 - \$110/wk.	4.5%	(N= 28)
\$111 - \$120/wk.	5.3%	(N= 33)
\$121 - \$130/wk.	7.6%	(N= 47)
\$131 - \$140/wk.	6.0%	(N= 37)
\$141 - \$150/wk.	9.2%	(N= 57)
\$151 - \$160/wk.	4.8%	(N= 30)
\$161 - \$170/wk.	3.5%	(N= 22)
\$171 - \$180/wk.	4.0%	(N= 25)
\$181 - \$190/wk.	1.6%	(N= 10)
\$191 - \$200/wk.	2.7%	(N= 17)
Over \$200/wk.	8.9%	(N= 55)
Don't know	2.1%	(N= 13)
Not applicable	36.1%	(N=224)

15. Where will the trainee be working in his/her new job?

Private sector	62.6%	(N=389)
Provincial Government	4.2%	(N= 26)
Municipal Government	2.1%	(N= 13)
Non-Government Agency	1.9%	(N= 12)
Federal Government	1.3%	(N= 8)
Self-employed	0.6%	(N= 4)
Not applicable	27.2%	(N=169)

16. Is the trainee's new job with the employer of his/her OCAP Placement?

No	37.4%	(N=232)
Yes	35.4%	(N=220)
Not applicable	27.2%	(N=169)

17. Is the trainee's new job related to the work he/she was doing on his/her OCAP placement?

5 Very much	41.5%	(N=258)
4	2.6%	(N= 16)
3 Somewhat	6.1%	(N= 38)
2	2.6%	(N= 16)
1 Not at all	20.0%	(N=124)
Not applicable	27.2%	(N=169)

18. How long after leaving OCAP will the trainee's new job begin?

Up to 1 week	50.5%	(N=314)
Over 1 - up to 2 weeks	5.3%	(N= 33)
Over 2 - up to 3 weeks	1.9%	(N= 12)
Over 3 - up to 4 weeks	2.7%	(N= 17)
Over 4 - up to 5 weeks	2.1%	(N= 13)
Over 5 - up to 6 weeks	0.8%	(N= 5)
Over 6 - up to 7 weeks	0.6%	(N= 4)
Over 7 - up to 8 weeks	2.4%	(N= 15)
More than 2 months	6.1%	(N= 38)
Don't know	0.2%	(N= 1)
Not applicable	27.2%	(N=169)

19. Is the trainee actively seeking full-time work at the present time?

No	55.7%	(N=346)
Yes	44.3%	(N=275)

20. Having left OCAP, what will be the trainee's source of income?  
(multiple answers acceptable)

Salary from new job	67.6%	(N=420)
Supported by family or friends	18.0%	(N=112)
U.I.C. Benefits	13.7%	(N= 85)
Own savings	6.8%	(N= 42)
Insurance Cheques, Mother's Allowance, Gov't Grants, Loans	1.1%	(N= 7)
Welfare	1.1%	(N= 7)
Part-time work	1.0%	(N= 6)
Friends	0.2%	(N= 1)

21. Does the trainee plan to attend school?

Yes, full-time (Go to 22)	13.0%	(N= 81)
Yes, part-time	11.1%	(N= 69)
Uncertain	30.0%	(N=186)
No, not at all (Go to 24)	45.9%	(N=285)

22. Why did the trainee decide to return to school?  
(multiple answers acceptable)

To upgrade education/qualifications	19.8%	(N=123)
To pick-up specific job skills	8.2%	(N= 51)
Could not find a job	3.4%	(N= 21)
Previous plans	2.9%	(N= 18)
Changed career goals	1.6%	(N= 10)
Avoid work	0.5%	(N= 3)
Own pleasure	0.5%	(N= 3)
Don't know	0.2%	(N= 1)
Not applicable	75.8%	(N=471)

23. What particular experiences most affected the trainee's decision to return to school? (multiple answers acceptable)

OCAP work experience	20.6%	(N=128)
Own decision	18.0%	(N=112)
Previous plans	4.5%	(N= 28)
Creating a Career experience	3.2%	(N= 20)
Discussions with family/friends	1.8%	(N= 11)
Discussions with OCAP supervisors	1.0%	(N= 6)
Non-OCAP counselling	0.2%	(N= 1)
Discussions with OCAP Counsellor	0.2%	(N= 1)
Don't know	0.2%	(N= 1)
Not applicable	75.8%	(N=471)

24. Before the trainee joined OCAP did he/she have a clear idea of the sort of job he/she wanted to be involved with on a long-term basis?

5 Very much	43.6%	(N=271)
4	11.3%	(N= 70)
3 Somewhat	12.1%	(N= 75)
2	3.4%	(N= 21)
1 Not at all	29.0%	(N=180)
Don't know	0.6%	(N= 4)

25. Does the trainee now have a clearer idea of the sort of job he/she wants to be involved with on a long-term basis?

Same	50.7%	(N=315)
5 Very Much	25.0%	(N=155)
4	4.7%	(N= 29)
3 Somewhat	6.4%	(N= 40)
2	1.4%	(N= 9)
1 Not at all	9.5%	(N= 59)
Don't know	2.3%	(N= 14)

26. Before the trainee joined OCAP did he/she ever have counselling to help him/her decided what type of work he/she might do on a long-term basis?

No	75.5%	(N=469)
Yes	24.5%	(N=152)

27. Who did the trainee receive counselling from while on OCAP? How valuable was it? (multiple answers acceptable)

<u>Source</u>	<u>VALUE</u>					
	<u>Very Much</u>	<u>Somewhat</u>	<u>Not at all</u>	<u>Not A Source</u>		
OCAP CO-ordinator	28.1% N= 179	8.1% N= 50	12.8% N= 78	3.5% N= 22	2.9% N= 18	44.1% N=274
OCAP Supervisor	27.1% N= 168	6.0% N= 37	5.0% N= 31	3.2% N= 20	4.8% N= 30	53.9% N=355
Creating A Career	5.3% N= 33	0.6% N= 4	1.6% N= 10	1.1% N= 7	0.3% N= 2	91.0% N=565
Job-Search Sessions	5.6% N= 35	1.4% N= 9	0.8% N= 5	0.8% N= 5	0.3% N= 2	91.0% N=565
College Counsellor	3.1% N= 19	1.8% N= 11	1.8% N= 11	0.3% N= 2	0	93.1% N=578
College Place- ment Officer	2.3% N= 14	1.1% N= 7	1.3% N= 8	1.0% N= 6	0.8% N= 5	93.6% N=581
CEIC Counsellor	0.6% N= 4	0.5% N= 3	0.2% N= 1	0.3% N= 2	0.2% N= 1	98.2% N=610
Co-Workers	.6% N= 4	0 0	0 0	0 0	0.8% N= 5	98.6% N=612
OCAP Handbook	0 0	0 0	0 0	0 0	0.3% N= 2	99.7% N=619

28. What was helpful about the OCAP counselling? (multiple answers acceptable)

Better understanding of the OCAP program	50.9%	(N=316)
Helped build up confidence	33.0%	(N=205)
Assistance in developing job-hunting techniques	31.4%	(N=195)
Helped clarify career goals	28.7%	(N=178)
Encouragement to seek job	24.6%	(N=153)
Assistance with personal problems	4.5%	(N= 28)
Helped improve relationship with supervisor	2.7%	(N= 17)
Helped improve job skills	2.3%	(N= 14)
Cleared up payroll problems	1.1%	(N= 7)

29. Did the trainee find CEIC to be helpful in assisting his/her job search before OCAP?

5 Very Much	5.2%	(N= 32)
4	3.4%	(N= 21)
3 Somewhat	6.0%	(N= 37)
2	6.0%	(N= 37)
1 Not at all	59.4%	(N=369)
Did not use	5.2%	(N= 32)

30. Did the trainee find CEIC to be helpful in assisting in job search while on OCAP?

5	Very Much	5.2%	(N= 33)
4		3.4%	(N= 21)
3	Somewhat	6.0%	(N= 37)
2		6.0%	(N= 37)
1	Not at all	58.0%	(N=360)
	Did not use	21.6%	(N=134)

31. Does the trainee think that he/she will use CEIC in his/her future job searching.

Yes	59.6%	(N=370)
No	24.5%	(N=152)
Don't know	15.9%	(N= 99)

32. Does the trainee think his/her supervisor properly understood the OCAP program?

5	Very much	70.7%	(N=439)
4		7.1%	(N= 44)
3	Somewhat	6.8%	(N= 42)
2		6.3%	(N= 39)
1	Not at all	8.2%	(N= 51)
	Don't know	1.0%	(N= 6)

33. Was the OCAP Supervisor a positive factor in the trainee's progress while on OCAP?

5	Very Much	66.5%	(N=413)
4		7.9%	(N= 49)
3	Somewhat	8.7%	(N= 54)
2		5.6%	(N= 35)
1	Not at all	10.5%	(N= 65)
	Don't know	.8%	(N= 5)

34. Did the trainee receive adequate supervision/instruction at the OCAP placement?

5	Very Much	69.9%	(N=434)
4		7.7%	(N= 48)
3	Somewhat	8.7%	(N= 54)
2		4.2%	(N= 26)
1	Not at all	8.9%	(N= 55)
	Don't know	0.6%	(N= 4)

35. Did the trainee find the training plan to be a useful tool?

5	Very Much	64.9%	(N=403)
4		9.8%	(N= 61)
3	Somewhat	6.9%	(N= 43)
2		3.4%	(N= 21)
1	Not at all	5.0%	(N= 31)
	Don't know	10.0%	(N= 62)

36. Does the trainee think QCAP gave him/her the work experience he/she wanted?

5	Very much	70.0%	(N=435)
4		11.6%	(N= 72)
3	Somewhat	9.5%	(N= 59)
2		4.0%	(N= 25)
1	Not at all	4.5%	(N= 28)
	Don't know	0.3%	(N= 2)

37. Does the trainee think OCAP has helped him/her improve his/her job skills?

5	Very much	71.2%	(N=442)
4		11.9%	(N= 74)
3	Somewhat	9.5%	(N= 59)
2		2.9%	(N= 18)
1	Not at all	3.4%	(N= 21)
	Don't know	1.1%	(N= 7)

38. Does the trainee think his/her involvement with OCAP has helped him/her develop better job-hunting techniques?

5	Very much	47.0%	(N=292)
4		12.1%	(N= 75)
3	Somewhat	12.1%	(N= 75)
2		12.1%	(N= 75)
1	Not at all	12.9%	(N= 80)
	Don't know	3.9%	(N= 24)

39. Does the trainee think the OCAP experience has helped him/her better understand what an employer expects from an employee?

5	Very Much	68.0%	(N=442)
4		10.0%	(N= 62)
3	Somewhat	10.0%	(N= 62)
2		4.8%	(N= 30)
1	Not at all	4.8%	(N= 30)
	Don't know	2.4%	(N= 15)

40. Does the trainee think the experience on OCAP was, or will be, valuable or important in getting a new job?

5	Very Much	74.9%	(N=465)
4		10.3%	(N= 64)
3	Somewhat	6.3%	(N= 39)
2		3.4%	(N= 21)
1	Not at all	3.2%	(N= 20)
	Don't know	1.9%	(N= 12)

41. Was the \$100.00 stipend adequate for the trainee's needs?

5	Very Much	45.1%	(N=280)
4		15.1%	(N= 94)
3	Somewhat	15.6%	(N= 97)
2		13.0%	(N= 81)
1	Not at all	10.8%	(N= 67)
	Don't know	0.3%	(N= 2)

42. How long does the trainee think the OCAP training period should be?

Less than 2 months	0.3%	(N= 2)
2 months	3.7%	(N= 23)
3 months	6.8%	(N= 42)
4 months	54.9%	(N=341)
5 months	6.8%	(N= 42)
6 months	20.5%	(N=127)
7 months	1.0%	(N= 6)
8 months	21.0%	(N= 13)
More than 8 months	4.0%	(N= 25)
Don't know	0.5%	(N= 3)

43. Would the trainee recommend OCAP to his/her friends?

Yes	97.1%	(N=603)
No	2.9%	(N= 18)

44. Is there anything the trainee would like to see improved or changed in the OCAP program? Any other comments? (multiple answers acceptable)

More money	14.2%	(N= 88)
Better/extended counselling	13.2%	(N= 82)
More flexible training period	11.1%	(N= 69)
Better screening of employers	9.7%	(N= 60)
More contact between co-ordinators and employers	4.3%	(N= 27)
Problems with pay system	1.9%	(N= 12)
More advertising/publicity of OCAP	1.6%	(N= 10)
More flexible age acceptability	1.0%	(N= 6)

## APPENDIX B

### EMPLOYER QUESTIONNAIRE

1. Type of Business or Industry. (Total N=361)

Services	31.9%	(N=115)
Retail Trade	17.7%	(N= 64)
Manufacturing, Processing and Repair	16.9%	(N= 61)
Community/Social Services/Education	6.9%	(N= 25)
Finance, Insurance, Real Estate	6.6%	(N= 24)
The Arts/Media	5.0%	(N= 18)
Government/Municipal/Federal	4.7%	(N= 17)
Construction	3.6%	(N= 13)
Wholesale Trade	3.0%	(N= 11)
Agriculture, Forestry, Fishing	1.9%	(N= 7)
Transportation and Public Utilities	1.7%	(N= 6)

2. Is the section where the OCAP trainee(s) was placed unionized?

No	91.1%	(N=329)
Yes	7.8%	(N= 28)
Part of Company	0.8%	(N= 3)
Don't know	0.3%	(N= 1)

3. How many full-time employees work for this company?

None	1.7%	(N= 6)
1 - 5	45.7%	(N=165)
6 - 10	21.1%	(N= 76)
11 - 15	6.4%	(N= 23)
16 - 20	3.9%	(N= 14)
21 - 25	4.4%	(N= 16)
26 - 100	9.4%	(N= 34)
101 - 500	5.0%	(N= 18)
Over 500	2.5%	(N= 9)

4. How many people were hired in the last 12 months?

None	9.7%	(N= 35)
1 - 5	64.0%	(N=231)
6 - 10	10.2%	(N= 37)
11 - 15	1.9%	(N= 7)
16 - 20	2.2%	(N= 8)
Over 20	8.9%	(N= 32)
Don't know	3.0%	(N= 11)

5. Does the employer prefer to hire for ...

Long-term employees, who may require some training	84.5%	(N=305)
Productivity from day one, even if the employee might leave in six months	16.3%	(N= 59)
Short-term employment	0.3%	(N= 1)
Other	0.3%	(N= 1)
Don't know	3.6%	(N= 13)

6. Does the employer have regular, formalized training programs?

No	54.8%	(N=198)
Yes	44.0%	(N=159)
Don't know	1.1%	(N= 4)

7. What is the age profile of the trainer's employees?

Evenly distributed 18 - 65	23.0%	(N= 83)
Evenly distributed 25 - 65	11.1%	(N= 40)
Predominantly under 35	38.8%	(N=140)
Predominantly over 35	3.6%	(N= 13)
Not applicable (i.e. - company with less than 5 employees)	22.2%	(N= 80)
Don't know	1.4%	(N= 5)

8. How did the employer hear about OCAP? (multiple answers acceptable)

Community college	29.6%	(N=107)
Associates/friends	27.1%	(N= 98)
CEIC	19.9%	(N= 72)
Had an OCAP before	16.9%	(N= 61)
Unemployed youth	14.7%	(N= 53)
Newspaper advertisement	10.5%	(N= 38)
OCAP	4.4%	(N= 16)
Other Government Groups/societies	2.8%	(N= 10)
Other media	2.8%	(N= 10)

9. Was the employer adequately informed about the philosophy and methodology of OCAP?

Yes	96.7%	(N=349)
No	2.2%	(N= 8)
Don't know	1.1%	(N= 4)

10. Was the employer directly involved in selecting the OCAP trainee(s)?

Yes	92.2%	(N=333)
No	7.8%	(N= 28)

11. Why did the employer participate in OCAP-in-Industry? (multiple answers acceptable)

Felt we could offer meaningful training	49.9%	(N=180)
Needed help, but couldn't afford starting wage	42.9%	(N=155)
Felt it would enable me to recruit competent, productive help	39.9%	(N=144)
Helping to solve the unemployment problem	28.3%	(N=102)
Was sold on idea by recruiter	19.4%	(N= 70)
Associates/friends had good experience with it	11.4%	(N= 41)
Other	2.8%	(N= 10)

12. How many OCAP trainees did the employer train?

1	56.5%	(N=204)
2	23.3%	(N= 84)
3	8.3%	(N= 30)
4	4.4%	(N= 16)
5	2.2%	(N= 8)
6	1.4%	(N= 5)
7	0.6%	(N= 2)
8	0.3%	(N= 1)
9	-----	-----
10	0.8%	(N= 3)
More than 10	1.9%	(N= 7)
Don't know	0.3%	(N= 1)

13. Did or will the employer hire the OCAP trainee(s)?

Yes	57.6%	(N=208)
Hope to	10.2%	(N= 37)
No	25.8%	(N= 93)
Don't know	6.4%	(N= 23)

If "Yes" or "Hope to" -- How many?

1	44.6%	(N=161)
2	11.4%	(N= 41)
3	3.0%	(N= 11)
4	1.7%	(N= 6)
5	2.5%	(N= 9)
6	-----	-----
7	-----	-----
8	0.6%	(N= 2)
9	-----	-----
10	0.3%	(N= 1)
Don't know	3.9%	(N= 14)
Not applicable	32.1%	(N=116)

14. Would the employer consider participating in OCAP if it were restructured on a cost-sharing basis?

Yes	64.8%	(N=234)
No	14.7%	(N= 53)
Don't know	20.5%	(N= 74)

15. Does the employer have any comments or suggestions for improving next year's program?

Training period should be more flexible	7.8%	(N= 28)
More applications for consideration	5.0%	(N= 18)
More money	4.4%	(N= 16)
More contact with OCAP co-ordinator	3.3%	(N= 12)
More OCAP advertising	1.7%	(N= 6)
Expand age criterion	0.8%	(N= 4)
Certificate to acknowledge completion of program	0.8%	(N= 3)
Payroll problems need sorting out	0.8%	(N= 3)

## APPENDIX C

### YEAR END FACT SHEET OCAP-IN-INDUSTRY: 1979-80

1. 6,783 employer enquiries in 1979-80
2. 4,430 employers participated in 1979-80
3. 19,141 applications received in 1979-80
4. 6,201\* trainees placed in 1979-80  
(\* Includes 509 carry-overs from 1978-79)
5. Occupations:

31% in Clerical and Related  
10% in Sales  
10% in Services  
6% in Processing, Machining and Related  
10% in Product Fabricating, Assembling  
and Repair  
4% in Construction Trades

6. Length of Contract:  
68% for 16 weeks  
11% for 12 weeks  
6% for 8 weeks
7. 93% placed in the private sector, 7% in the CAATs
8. Terminations:

4,836\* trainees left OCAP in 1979-80  
(Excludes trainees who left OCAP  
in March 1980)

- (a) Duration on Program  
25% for 8 weeks or less  
28% for 8 - 15 weeks  
47% for 16 weeks
- (b) Status  
71% found employment  
6% returning to school  
20% unemployed and job searching  
3% unemployed and not job searching



# APPENDIX D

YEAR END: 1979-80

Month

Section 1: Cumulative Statistics (A-F)	
<b>A. Trainees Placed on OCAP</b>	
Previous	509*
This Month	5,692
Total	6,201

\*Carried-over from 1978-79

Section 2: Summary Statistics (G-L) — Pertains exclusively to new trainees inducted into OCAP this month	
<b>G. Trainees' Sex</b>	
Male	1,949
Female	3,743
Total	5,692

B. Trainees Left OCAP	
Previous	
This Month	
Total	4,836*

\*Excludes trainees who left OCAP in March 1980

Actual Number of Trainees on OCAP As of Reporting Date	
(Total A minus Total B)	1,365*

\*Includes trainees who left OCAP in March 1980 -- to be reported in 1980-81.

D. Applications Received	
Previous	
This Month	
Total	19,141

H. Trainees' Age	
16	323
17	614
18	1,112
19	1,035
20	777
21	557
22	543
23	416
24	315
Total	5,692

J. Occupation	
11	186
21	112
23	185
25	4
27	167
31	161
33	362
37	71
411	753
413	321
414	89
415	112
416	82
417	261
419	150
51	566
61	565
71	155
73	10
75	11
77	1
81/82	135
83	222
85	561
87	205
91	31
93	71
95	142
99	21
Total	5,692

L. Training Location:	
Private Sector	5,296
College	396
Ministries	-
Total	5,692

**Section 3: Summary Statistics (M-N) — Pertains exclusively to those trainees who left the program last month.**

**M. Actual Length on Program:**

Less than 1 week	144
1 to 2 weeks	180
2 to 3 weeks	187
3 to 4 weeks	154
4 to 5 weeks	129
5 to 6 weeks	128
6 to 7 weeks	127
7 to 8 weeks	183
8 to 9 weeks	135
9 to 10 weeks	174
10 to 11 weeks	148
11 to 12 weeks	148
12 to 13 weeks	180
13 to 14 weeks	128
14 to 15 weeks	118
15 to 16 weeks	2,281
Total	4,836

K. Length of Contract	
Less than 1 week	6
1 to 2 weeks	27
2 to 3 weeks	4
3 to 4 weeks	11
4 to 5 weeks	9
5 to 6 weeks	47
6 to 7 weeks	16
7 to 8 weeks	344
8 to 9 weeks	142
9 to 10 weeks	151
10 to 11 weeks	72
11 to 12 weeks	636
12 to 13 weeks	259
13 to 14 weeks	54
14 to 15 weeks	91
15 to 16 weeks	3,913
Total	5,692

N. Post-OCAP Employment Status	
Employed with OCAP Trainer	1,902
Employed Elsewhere	1,510
Returning To School	287
Unemployed, But Actively Job-Searching	990
Unemployed, NOT Actively Job-Searching	147
Total	4,836

E. Employer Enquiries	
Previous	
This Month	
Total	6,783

I. Trainees' Education	
Gr. 8 or less	128
Grade 9	359
Grade 10	834
Grade 11	768
Grade 12	1,913
Grade 13	276
Some C.C.	452
Completed C.C.	387
Some Univ.	189
Completed B.A., B.Sc.	349
M.A., B.Ed., M.Sc., etc.	21
Other	16
Total	5,692

F. Employer Participation	
Previous	
This Month	
Total	4,170



